

UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

19970710 030

COMBAT ARMS TRAINING AND
MAINTENANCE/GUNSMITH

AFSC 3P1X1/A

AFPT 90-3P1-087

MAY 1997

DTIC QUALITY INSPECTED 4

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343 TRS/TTX (1350 FEMOYER STREET, LACKLAND AFB TX 78236- 5439)	3		3	

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PREFACE

This report presents the results of an Air Force Occupational Survey of AFSC 3P1X1/A, Combat Arms Training and Maintenance/Gunsmith career ladder. Authority to conduct occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

Mr. James T. "Tom" Duffy developed the survey instrument, analyzed the data, and wrote the final report. Ms. Jeanie C. Guesman provided computer programming support and Mr. Richard G. Ramos provided administrative support. Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron, reviewed and approved this report for release.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to the Air Force Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB Texas 78150-4449 (DSN 487-6623).

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SUMMARY OF RESULTS

1. **Survey Coverage:** The Combat Arms Training and Maintenance/Gunsmith career ladder, AFSC 3P1X1/A, was surveyed to gather data needed to evaluate the effectiveness of training to ensure members are receiving training for the right type of equipment; to validate training requirements; and to verify changes within career ladder, technical training, and career development course materials. Combat Arms Training and Maintenance personnel instruct in ground weapons marksmanship, operate firing ranges and associated equipment, and inspect, repair and maintain ground weapons. The "A" shredout Gunsmiths disassemble weapons, analyze malfunctions, adjust weapons parts and operating mechanisms, fabricate small parts, repair parts, test fire and boresight guns, and perform other maintenance on various weapons. Survey results are based on responses from 863 Active Duty (AD) (531), Air Force Reserve (AFRES) (154), and Air National Guard (ANG) (178) personnel. Skill levels and paygrades were well represented.
2. **Career Ladder Structure:** Structure analysis identified one cluster and nine jobs: General CATM Cluster, Armorer Job, M60 Machine Gunner Instructor Job, ANG/AFRES CATM Job, Desert Warfare Training Center Job, Crew Served Weapons Training and Maintenance Job, Gunsmith Job, Superintendent Job, Equipment Management Job, and Headquarters Level Job.
3. **Career Ladder Progression:** Personnel entering the career ladder complete course L3ABR3P131-001, Combat Arms Training and Maintenance Apprentice. AFSC 3P1X1/A AD career field personnel follow a normal career progression pattern that includes a decrease in technical task performance and an increase in supervisory performance at the 7-skill level. AFRES and ANG 3P1X1 7-skill level career ladder personnel do not follow the normal career progression path as they remain technical in task performance. AD 9-skill level personnel are the upper level supervisors of this AFSC. Nine-skill level AFRES and ANG Combat Arms Training and Maintenance personnel are the true supervisors in their AFSCs.
4. **Training Analysis:** Matched survey data to the AFSC 3P1X1/1A Specialty Training Standard (STS) revealed a document well supported by survey respondents. The 3P1X1/X1A STS had absolutely no performance-coded elements that were not supported by survey data. Analysis of the 3P1X1/X1A Plan of Instruction (POI) also revealed a document that was fully supported by the career field as all performance-coded learning objectives exceeded standards. Training personnel and career field managers are to be commended for producing both an STS and POI that are fully supported by the field.
5. **Job Satisfaction Analysis:** Overall, AFSC 2A6X1A/B respondents from all three components appear satisfied with their jobs. When compared to other Direct Support AFSCs surveyed in 1995, AFSC 3P1X1/A AD members in the 1-48 months, 49-96 months, and 97+ months total active federal military service (TAFMS) groups indicated about the same responses as those respondents in the comparative sample in job interest, perceived use of talents and training, sense of accomplishment, and reenlistment intentions.
6. **Implications:** Training documents for both AFSCs are in great shape.

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**OCCUPATIONAL SURVEY REPORT (OSR)
COMBAT ARMS TRAINING AND MAINTENANCE/GUNSMITH
(AFSC 3P1X1/A)**

INTRODUCTION

This is a report of an occupational survey of the Combat Arms Training and Maintenance/Gunsmith career ladder, AFSC 3P1X1/A, (the "A" shredout, hereafter referred to as shred, performs Gunsmith activities), conducted by the Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS). This survey will ensure current data for use in evaluating the effectiveness of training to ensure members are receiving training for the right type of equipment; to validate training requirements; and to verify changes within career ladder, technical training, and career development course materials. AFSC 3P1X1 personnel were last surveyed in May 1991 (then AFSC 753X0) and AFSC 3P1X1A personnel were last surveyed in October 1988 (then AFSC 753X1).

According to the specialty descriptions in *AFSC 3P1X1/A Career Field Education & Training Plan*, Combat Arms Training and Maintenance Superintendents manage combat arms training and maintenance programs, the repair and modification of ground weapons, firing ranges and associated facilities, and combat Gunsmith activities. Combat Arms Training and Maintenance Craftsmen supervise combat arms training and maintenance, control and operate firing ranges and associated facilities, and inspect, repair, and maintain ground weapons; Combat Arms Training and Maintenance Journeymen and Apprentices instruct in combat arms marksmanship, ground weapons preventive maintenance, range safety procedures, operate firing ranges and associated facilities, repair ground weapons, and perform rapid turn-around depot maintenance for ground weapons (A shred).

Initial 3-skill level training for AFSC 3P1X1 personnel is currently provided through course L3ABR3P131-001, Combat Arms Training and Maintenance Apprentice. This course is 9 weeks and 3 days in length and is taught at Lackland AFB TX, and provides weapons maintenance training for the handgun, rifle, grenade launcher, machine gun, and shotgun. Training includes live fire qualification, range operations, the fundamentals of marksmanship, and principles and techniques of instruction.

Entry into AFSC 3P1X1/A requires a General Armed Forces Vocational Aptitude Battery score of Mechanical 61 and the Strength and Stamina requirement of "G" (lifting weight of 40 lbs).

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI), AFPT 90-3P1-087, dated February 1996. A tentative task list was prepared after reviewing pertinent career ladder publications and directives and tasks from previous applicable OSRs. The preliminary task list was refined and validated through personal interviews with 41 subject-matter experts (SME) at the following locations:

<u>BASE</u>	<u>REASON FOR VISIT</u>
Lackland AFB TX	Technical Training School/Gunsmith Shop
Hurlburt Field FL	Special Operations
Randolph AFB TX	Specialty Knowledge Test (SKT) Team
McGuire AFB NJ	Firearms Training Simulator (FATS)
Nellis AFB NV	Silver Flag/Desert Warfare Training Center

Others contacted included Air Force functional and resource managers, major command (MAJCOM) representatives, and the career field training manager. The resulting JI contained a comprehensive listing of 553 tasks grouped under 12 duty headings, with a background section requesting such information as job title, functional area, organizational level, component status, Air Force Reserve (AFRES) or Air National Guard (ANG) status, work schedule, weapons provided training on, weapons provided maintenance on, type of ranges provided training on, range controlled by, and forms used. Also requested was information on grade, time in present job, time in service, time in career field, and job satisfaction indicators.

Survey Administration

From April 1996 through August 1996, base training offices at operational bases worldwide, AFRES and ANG units, administered the inventory to all eligible DAFSC 3P1X1/A personnel. Members eligible for the survey consisted of the total assigned 3-, 5-, 7-, and 9-skill level/CEM population, excluding the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring within the time the inventories were administered to the field; and (4) personnel in their jobs less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by Air Force Personnel Center (AFPC), Randolph AFB TX.

Each individual who completed the inventory first filled in an identification and biographical information section and then checked each task performed in his or her current job. After checking tasks performed, each individual rated the tasks checked on a 9-point scale showing relative time spent on that task, compared to other tasks performed. The ratings ranged from 1 (very small amount time spent) to 9 (very large amount time spent).

To determine relative time spent for each task, all of the incumbent's ratings are assumed to account for 100 percent of time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time spent on each task.

Survey Sample

Selection criteria was utilized to ensure the survey sample represented an accurate representation across skill levels and paygrades. Table 1 reflects AFSC distribution in the survey sample by MAJCOM. Table 2 reflects the survey distribution by paygrade groups. As shown by both tables, the survey sample accurately reflects the overall populations of each career ladder.

TABLE 1
ACTIVE DUTY
MAJCOM REPRESENTATION OF TOTAL SAMPLE

<u>COMMAND</u>	<u>AFSC 3P1X1</u>		<u>AFSC 3P1X1A</u>	
	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
AETC	28	30	100	100
ACC	30	33	0	0
AFMC	6	6	0	0
AMC	9	9	0	0
PACAF	9	8	0	0
USAFE	8	5	0	0
AFSOC	3	2	0	0
AFSPC	5	5	0	0
OTHER*	2	2	0	0
			<u>AFSC 3P1X1</u>	<u>AFSC 3P1X1A</u>
TOTAL ASSIGNED			658	12
TOTAL ELIGIBLE			615	11
TOTAL IN SAMPLE			521	10
PERCENT OF ASSIGNED IN SAMPLE			79	83
PERCENT OF ELIGIBLE IN SAMPLE			84	91

* Other includes: USAFA, AFOSI, AFMWRSA, and CENTCOM

TABLE 1 (CONTINUED)
AFRES AND ANG
REPRESENTATION OF TOTAL SAMPLE

<u>COMMAND</u>	<u>AFSC 3P1X1</u>		<u>AFSC 3P1X1A</u>	
	<u>ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>	<u>ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
AFRES	385	18	0	0
ANG	377	21	0	0

TABLE 2
ACTIVE DUTY
PAYGRADE DISTRIBUTION OF TOTAL SAMPLE

<u>PAYGRADE</u>	<u>AFSC 3P1X1</u>		<u>AFSC 3P1X1A</u>	
	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
E-1 E-4	52	50	92	90
E-5	23	24	8	10
E-6	13	14	0	0
E-7	9	9	0	0
E-8	2	2	0	0
E-9	*	*	0	0

* Indicates less than 1%

TABLE 2 (CONTINUED)
AFRES
PAYGRADE DISTRIBUTION OF TOTAL SAMPLE

<u>PAYGRADE</u>	<u>AFSC 3P1X1</u>		<u>AFSC 3P1X1A</u>	
	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
E-1 E-4	22	14	0	0
E-5	39	38	0	0
E-6	22	26	0	0
E-7	13	17	0	0
E-8	4	5	0	0
E-9	0	0	0	0

TABLE 2 (CONTINUED)

ANG
PAYGRADE DISTRIBUTION OF TOTAL SAMPLE

<u>PAYGRADE</u>	<u>AFSC 3P1X1</u>		<u>AFSC 3P1X1A</u>	
	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
E-1 E-4	17	16	0	0
E-5	35	32	0	0
E-6	29	32	0	0
E-7	19	20	0	0
E-8	0	0	0	0
E-9	0	0	0	0

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 3P1X1/A personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). The TE and TD booklets were processed separately from the JIs. This information is used in a number of analyses discussed in more detail within this report.

Training Emphasis (TE). Training emphasis is defined as the degree of emphasis that should be placed on each task for structured training of first-enlistment personnel. Structured training is defined as resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. Forty-three experienced AFSC 3P1X1 (Active Duty (AD), AFRES, and ANG) NCOs rated the tasks in the inventory on a 9-point scale ranging from 1 (extremely low training emphasis) to 9 (extremely high training emphasis). Overall agreement among these raters was extremely high. The average TE rating for AFSC 3P1X1 is 2.87, with a standard deviation of 1.93. Tasks with a TE rating of 4.80 or greater are considered important to train new AFSC 3P1X1 personnel to perform.

Task Difficulty (TD). Task difficulty is defined as the amount of time needed to learn to perform each task satisfactorily. Forty-nine experienced AFSC 3P1X1 supervisors rated the difficulty of the tasks in the inventory using a 9-point scale ranging from 1 (extremely low difficulty) to 9 (extremely high difficulty). Interrater agreement among these respondents was extremely high. TD ratings are normally adjusted so tasks of average difficulty have a value of 5.00 and a standard deviation of 1.00. Any task with a difficulty of 6.00 or greater is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TD and TE ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting Air Force Specialty entry-level jobs.

SPECIALTY JOBS **(Career Ladder Structure)**

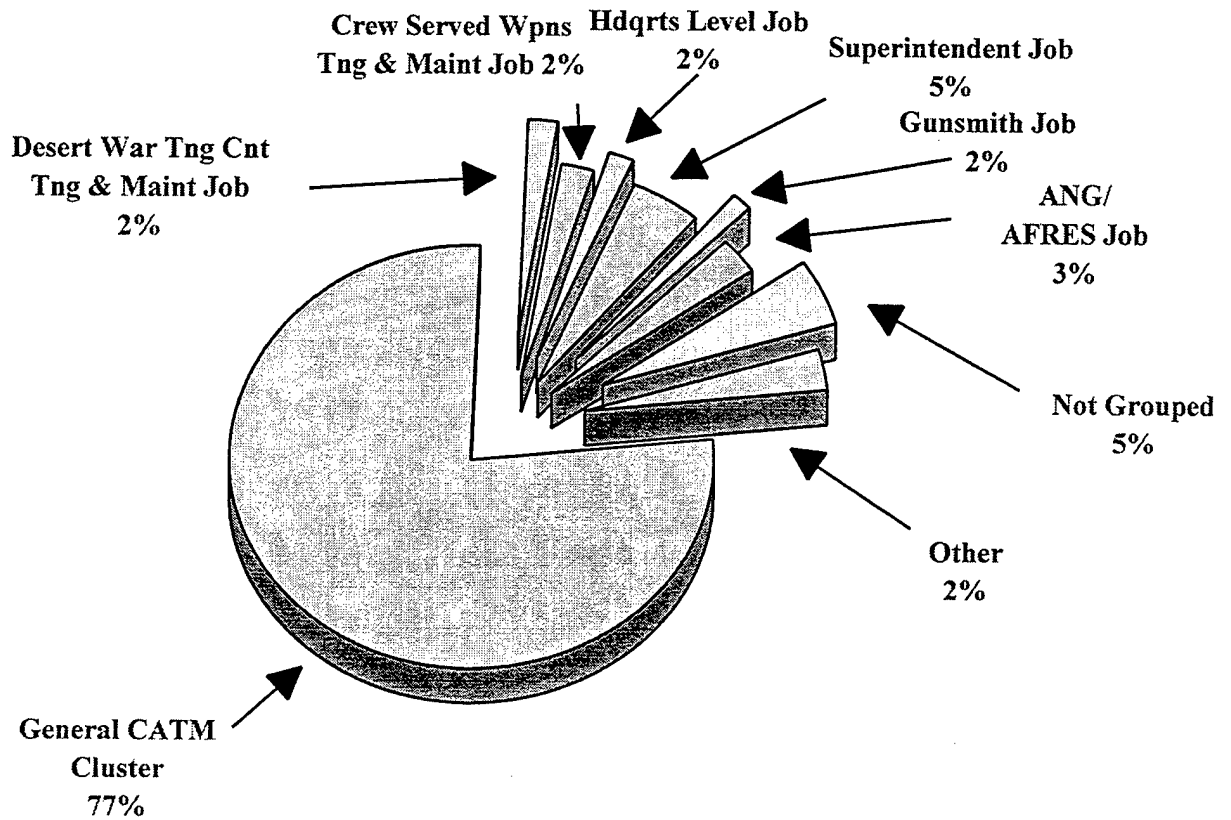
The first step in the analysis process is to identify the structure of career ladders in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the *Job*. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a *Cluster*. The job structure resulting from this grouping process (the various jobs within the career ladder) can be used to evaluate the changes that have occurred in the AFSCs over the past 5 years. The above terminology will be used in the discussion of the AFSC 3P1X1/A career ladder.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, one cluster and nine jobs were identified within the surveyed career ladder. Figure 1 illustrates the jobs performed by AFSC 3P1X1/A personnel. AFRES and ANG members are not performing in all clusters and jobs. All basic duties revolve around the training and maintenance of weapons. Variations exist in the identified cluster, and they are defined as clearly identifiable functions within the cluster that are not broken out separately. These variations are listed as jobs in their respective cluster.

IDENTIFIED JOB STRUCTURE AND PERCENTAGES OF TOTAL SURVEY SAMPLE



Other includes: Armorer, Equipment Management, and M60 Machine Gunner Course Instructor jobs

FIGURE 1

A listing of the cluster and jobs is provided below. The stage (STG) number shown beside each title references computer-printed information; the letter "N" represents the number of personnel in each group.

- I. ARMORER JOB (STG021, N=8)
- II. M60 MACHINE GUNNER COURSE INSTRUCTOR JOB (STG039, N=9)
- III. ANG/AFRES CATM JOB (STG030, N=26)
- IV. GENERAL COMBAT ARMS TRAINING AND MAINTENANCE CLUSTER (STG058, N=667)
 - A. Range NCOIC Job
 - B. M16 5.56mm Conversion Kit Maintenance and Training Job
 - C. Squad Automatic Weapons (SAW) Maintenance Job
- V. DESERT WARFARE TRAINING CENTER JOB (STG074, N=16)
- VI. CREW SERVED WEAPONS TRAINING AND MAINTENANCE JOB (STG054, N=18)
- VII. GUNSMITH JOB (STG044, N=16)
- VIII. SUPERINTENDENT JOB (STG027, N=39)
- IX. EQUIPMENT MANAGEMENT JOB (STG024, N=8)
- X. HEADQUARTERS LEVEL JOB (STG028, N=13)

The respondents forming these groups account for 94 percent of the survey sample. The remaining 6 percent were performing tasks which did not group with any of the other defined jobs. Some of the job titles given by respondents who did not group which were representative of these personnel include: Museum Curator, Assistant NCOIC Deployments, and Administrative NCO.

Group Descriptions

The following paragraphs contain brief descriptions of the one cluster and nine jobs identified through the career ladder structure analysis. Appendix A lists representative tasks performed by identified cluster and job groups. Table 3 displays time spent on duties by career

TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

DUTIES	ARMORER JOB (STG021)	M60 MACH GUNNER INST JOB (STG039)	ANG/ AFRES CATM JOB (STG030)	GENERAL CATM CLUSTER (STG058)	DESERT WARFARE TRAINING CENTER JOB (STG074)	CREW SERVED WEAPONS TNG/MAINT JOB (STG054)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	12	9	5	11	5	8
B MANAGING WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION	6	17	10	8	7	9
C PERFORMING GENERAL ADMINISTRATION AND TECHNICAL ORDER SYSTEM ACTIVITIES	13	1	3	5	1	3
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	3	2	3	2	4
E PERFORMING SERVICEABILITY INSPECTIONS	7	11	11	13	15	13
F INSPECTING AND MAINTAINING MATCH-GRADE WEAPONS	0	0	0	*	0	0
G MAINTAINING WEAPONS	21	16	14	21	23	26
H DESIGNING, FABRICATING, AND MODIFYING WEAPONS PARTS, TOOLS, AND FIXTURES	0	0	0	*	*	*
I TESTING AND EVALUATING WEAPONS AND AMMUNITION	0	0	0	*	*	*
J CONTROLLING AND SAFEGUARDING WEAPONS AND AMMUNITION	35	3	1	5	4	3
K CONTROLLING AND OPERATING FIRING RANGE FACILITIES	1	16	31	17	22	12
L INSTRUCTING AND EVALUATING GROUND WEAPONS SKILLS	1	24	23	16	20	21

* Indicates less than 1%

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

DUTIES	GUNSMITH JOB (STG044)	SUPERINTENDENT JOB (STG027)	EQUIPMENT MGT JOB (STG024)	HQ LEVEL JOB (STG028)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	54	29	62
B MANAGING WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION	4	15	3	14
C PERFORMING GENERAL ADMINISTRATION AND TECHNICAL ORDER SYSTEM ACTIVITIES	6	8	9	17
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	3	52	3
E PERFORMING SERVICEABILITY INSPECTIONS	26	3	0	*
F INSPECTING AND MAINTAINING MATCH-GRADE WEAPONS	1	*	0	0
G MAINTAINING WEAPONS	38	4	*	*
H DESIGNING, FABRICATING, AND MODIFYING WEAPONS PARTS, TOOLS, AND FIXTURES	4	*	0	0
I TESTING AND EVALUATING WEAPONS AND AMMUNITION	*	*	0	*
J CONTROLLING AND SAFEGUARDING WEAPONS AND AMMUNITION	8	2	1	*
K CONTROLLING AND OPERATING FIRING RANGE FACILITIES	1	6	5	*
L INSTRUCTING AND EVALUATING GROUND WEAPONS SKILLS	2	4	0	1

* Indicates less than 1%

ladder jobs, while Table 4 provides AD demographic information for each cluster and job discussed within this report. Tables 5 and 6 provide this same demographic information for AFRES and ANG groups.

When describing Time In Present Job, Time In Career Field, and Total Active Federal Military Service (TAFMS) in the group descriptions below, data for AFRES and ANG personnel are not reflected due to the manner in which these personnel accrue their time (different from AD personnel).

Another way to illustrate these jobs is to summarize tasks performed into groups of tasks (task modules (TM)). This allows for a very concise display of where job incumbents spend most of their time and develops a comprehensive overview of each job. Each job/cluster description contains a display of related TMs. This display shows the number of tasks included in a module, the average percent time spent on that module, and an average percent of members performing the particular TM. These modules were identified through CODAP coperformance clustering, which calculates the probability that members who perform one task will also perform a second task or group of related tasks. Representative TMs are listed as part of the job description. A complete list of TMs with respective tasks is presented in Appendix B.

I. ARMORER JOB (STG021). The 8 members of this job represent less than 1 percent of the total survey sample and seven of the eight are assigned to the CATM Flight at Lackland AFB TX. There are no members of AFRES or ANG in this job. The members of the Armorer Job average just over 5 years time in the career field and TAFMS. Incumbents on this group spend 56 percent of their time (more than any other job group) performing tasks pertaining to controlling and safeguarding weapons and ammunition and maintaining weapons. On average, Armorer Job members perform 34 tasks. These low numbers of task performance can be attributed to members of this job working in an armory, where the main tasks are comprised of issuing weapons and ammunition.

ARMORER JOB			
	AD	AFRES	ANG
Number of members	8	0	0
Average number of tasks performed	34	0	0
Average time in present job	1.1 yrs	N/A	N/A
Average time in career field	5.1 yrs	N/A	N/A
Average TAFMS	5.3 yrs	N/A	N/A
Predominant paygrade	E-4	N/A	N/A

Representative tasks for this job include:

- inventory weapons
- issue weapons
- issue ammunition
- clear M16 rifles
- maintain weapons inventory forms

TABLE 4

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS
(ACTIVE DUTY)

	ARMORER JOB (GP076)	M60 MACH GUN COURSE INSTRUCTOR JOB (GP077)	ANG/AFRES CATM JOB (GP078)	GENERAL CATM CLUSTER (GP079)	DESERT WAR TNG CENTER JOB (GP083)	CREW SERV WPNS TNG/MAINT JOB (GP084)
TOTAL NUMBER IN GROUP	8	9	26	667	16	18
ACTIVE DUTY IN GROUP	8	9	3	392	16	18
<u>DAFSC DISTRIBUTION</u>						
3P131	12%	11%	67%	24%	75%	5%
3P151	88%	78%	0%	51%	13%	67%
3P171	0%	11%	0%	25%	12%	28%
3P190	0%	0%	0%	0%	0%	0%
3P100	0%	0%	0%	0%	0%	0%
3P131A	0%	0%	0%	0%	0%	0
3P151A	0%	0%	33%	0%	0%	0
<u>PAYGRADE DISTRIBUTION</u>						
E-1 TO E-4	75%	33%	100%	53%	88%	45%
E-5	25%	56%	0%	26%	6%	33%
E-6	0%	11%	0%	14%	6%	11%
E-7	0%	0%	0%	7%	0%	11
E-8	0%	0%	0%	0%	0%	0%
E-9	0%	0%	0%	0%	0%	0%
AVERAGE NUMBER OF TASKS PERFORMED	34	45	47	191	83	151
AVERAGE MONTHS TAFMS	64	109	38	102	47	113
PERCENT IN FIRST ENLISTMENT	38%	11%	67%	35%	75%	23%

TABLE 4 (CONTINUED)
SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS
(ACTIVE DUTY)

	GUNSMITH JOB (GP085)	SUPERINTENDENT JOB (GP086)	EQUIPMENT MGT JOB (GP087)	HQ LEVEL JOB (GP088)
TOTAL NUMBER IN GROUP	16	39	8	13
ACTIVE DUTY IN GROUP	16	27	8	12
<u>DAFSC DISTRIBUTION</u>				
3P131	6%	0%	13%	0%
3P151	37%	15%	74%	0%
3P171	13%	59%	13%	50%
3P190	0%	15%	0%	33%
3P100	0%	11%	0%	17%
3P131A	0%	0%	0%	0%
3P151A	44%	0%	0%	0%
<u>PAYGRADE DISTRIBUTION</u>				
E-1 TO E-4	75%	0%	63%	0%
E-5	19%	22%	25%	0%
E-6	6%	22%	12%	8%
E-7	0%	33%	0%	33%
E-8	0%	16%	0%	42%
E-9	0%	7%	0%	17%
AVERAGE NUMBER OF TASKS PERFORMED	127	110	29	142
AVERAGE MONTHS TAFMS	65	209	101	2421
PERCENT IN FIRST ENLISTMENT	56%	0%	2%	0%

TABLE 5
SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS
(AFRES)

	ANG/AFRES CATM JOB (GP089)	GENERAL CATM CLUSTER (GP090)	SUPERINTENDENT JOB (GP094)	HQ LEVEL JOB (GP095)
TOTAL NUMBER IN GROUP	26	667	39	13
AFRES IN GROUP	11	120	8	1
<u>DAFSC DISTRIBUTION</u>				
3P131	0%	0%	0%	0%
3P151	55%	48%	12%	0%
3P171	45%	46%	38%	0%
3P190	0%	6%	50%	100%
3P100	0%	0%	0%	0%
<u>PAYGRADE DISTRIBUTION</u>				
E-1 TO E-4	18%	10%	0%	0%
E-5	64%	40%	0%	0%
E-6	18%	28%	24%	0%
E-7	0%	19%	38%	0%
E-8	0%	3%	38%	100%
E-9	0%	0%	0%	0%
AVERAGE NUMBER OF TASKS PERFORMED	47	147	87	20

TABLE 6

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS (ANG)

	ANG/AFRES CATM JOB (GP096)	GENERAL CATM CLUSTER (GP097)	SUPERINTENDENT JOB (GP101)
TOTAL NUMBER IN GROUP	26	667	39
ANG IN GROUP	12	155	4
<u>DAFSC DISTRIBUTION</u>			
3P131	0%	0%	0%
3P151	67%	43%	25%
3P171	33%	57%	75%
3P190	0%	0%	0%
3P100	0%	0%	0%
<u>PAYGRADE DISTRIBUTION</u>			
E-1 TO E-4	33%	15%	25%
E-5	42%	32%	0%
E-6	25%	32%	25%
E-7	0%	21%	50%
E-8	0%	0%	0%
E-9	0%	0%	0%
AVERAGE NUMBER OF TASKS PERFORMED	47	147	174

- maintain control of keys for storage facilities
- safeguard ammunition, ammunition residues, or weapons
- clear semiautomatic pistols

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0005	Control and Safeguard Weapons and Ammunition	7	25	77
0001	M16, Semi-Automatic Pistol Training and Maintenance	39	21	19
0009	Weapons Inspections	6	3	15

These data show the emphasis of this job is toward the issue and inventory of weapons and ammunition. Since the M16 and semi-automatic pistol are the most common weapons controlled by personnel in an armory, tasks pertaining to these weapons are also evident.

Respondents holding this job have an average paygrade of E-4. Seven members (88 percent) of this group indicate having a 3P151 DAFSC, while the one remaining member holds a 3P131 DAFSC.

II. M60 MACHINE GUNNER COURSE INSTRUCTOR JOB (STG039). The nine members of this job are all assigned to the M60 Crew-Served Machine Gunner Qualification Course L3AZR3P051-010 at Lackland AFB TX. Their primary responsibility is to instruct Security Police personnel in the operation and maintenance of the M60 Machine Gun. Twenty-four percent of their time is spent performing tasks pertaining to instructing and evaluating ground weapons skills, while another 17 percent is being spent on managing weapons training and maintaining instructor qualification. As in the Armorer Job, there are no AFRES or ANG members performing in this job.

M60 MACHINE GUNNER COURSE INSTRUCTOR JOB			
	AD	AFRES	ANG
Number of members	9	0	0
Average number of tasks performed	45	0	0
Average time in present job	3.8 yrs	N/A	N/A
Average time in career field	7.4 yrs	N/A	N/A
Average TAMS	9.1 yrs	N/A	N/A
Predominant paygrade	E-5	N/A	N/A

Representative tasks for this job are:

- conduct M60 machine gun live-fire training
- lubricate M60 machine guns
- fire M60 machine guns for qualification or to maintain proficiency
- detail strip M60 machine guns
- conduct M60 machine gun classroom training
- personalize lesson plans
- prepare classrooms for instruction
- evaluate student proficiency on clearing weapon stoppages
- conduct M60 machine gun preventive maintenance training

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0002	M60 Machine Gun Training and Maintenance	13	34	79
0011	Night Vision Devices (NVD) Training	4	4	41
0004	Range Maintenance	8	3	21

As shown by the above data, members in the M60 Machine Gunner Course Instructor Job spend 34 percent of their job time performing tasks in the module that depict M60 Machine Gun Training and Maintenance. Since night firing is a portion of the course, Night Vision Device (NVD) training tasks are also taught.

Incumbents have a predominant paygrade of E-5, average over 7 years time in the career field, and just over 9 years TAFMS. All but two of the members of the M60 Machine Gunners Course Instructor Job hold AFSC 3P151 DAFSC.

III. ANG/AFRES CATM JOB (STG030).

The majority of members (23 out of 26) comprising this job are from ANG and AFRES. Based upon the small amount of time available for ANG/AFRES personnel on unit training activity (UTA) weekends, members of the ANG/AFRES CATM Job spend the majority of their time performing tasks that pertain to qualifying ANG and AFRES personnel on the M16 rifle and semiautomatic pistol. Over 50 percent of their time is involved with controlling and operating range facilities (31 percent) and instructing and evaluating ground weapons skills (23 percent).

ANG/AFRES CATM JOB			
	AD	AFRES	ANG
Number of members	3	11	12
Average number of tasks performed	47	47	47
Average time in present job	2.9 yrs	N/A	N/A
Average time in career field	2.9 yrs	N/A	N/A
Average TAMS	3.2 yrs	N/A	N/A
Predominant paygrade	E-3	E-5	E-5

Representative tasks for this job include:

- conduct M16 series rifle classroom training
- conduct M16 series rifle live-fire training
- brief range safety rules
- instruct range safety rules
- instruct range weapons or ammunition handling procedures
- instruct courses of fire
- conduct semiautomatic pistol classroom training
- conduct semiautomatic pistol live-fire training
- conduct range cleanups

Representative TMs for this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0001	M16, Semiautomatic Pistol Training and Maintenance	39	54	55
0002	M60 Machine Gun Training and Maintenance	13	5	30
0004	Range Maintenance	8	4	20
0006	Shotgun Training and Maintenance	13	3	16

These data show the emphasis of this job toward tasks that involve M16 rifle and semiautomatic pistol training and maintenance. In addition, two of the other basic weapons, the M60 Machine Gun and Shotgun, also have TMs present in this job. Range maintenance goes hand and glove with weapons qualification.

The 3 AD respondents in the ANG/AFRES job have a predominant paygrade of E-3 and average just over 3 years TAFMS. Two of these personnel indicate holding a 3P131 DAFSC and one a DAFSC of 3P151A.

IV. GENERAL COMBAT ARMS TRAINING AND MAINTENANCE CLUSTER (STG058).

The 667 members of this cluster represent the largest group (77 percent) of the total survey sample. This is the core job in AFSC 3P1X1/A and the tasks performed by incumbents in this cluster reflect just that. They spend almost the same amount of time performing tasks related to maintaining weapons (21 percent), controlling and operating firing range facilities (17 percent), instructing and evaluating ground weapons skills (16 percent), and performing serviceability inspections (13 percent). Members of the three components average performing a high number of tasks (AD-191, AFRES-147, and ANG-147). The higher number of tasks

performed by AD personnel are a result of having a larger inventory of weapons available for training and maintenance than their AFRES and ANG counterparts. Three jobs were identified in this cluster: Range NCOIC, M16 5.56mm Conversion Kit Maintenance and Training, and SAW Maintenance. These jobs will be discussed in detail below.

GENERAL COMBAT ARMS TRAINING AND MAINTENANCE CLUSTER			
	AD	AFRES	ANG
Number of members	392	120	155
Average number of tasks performed	191	147	147
Average time in present job	3.5 yrs	N/A	N/A
Average time in career field	6.9 yrs	N/A	N/A
Average TAMS	8.5 yrs	N/A	N/A
Predominant paygrade	E-4	E-6	E-6

Representative tasks for this cluster include:

- conduct M16 series rifle live-fire training
- function check M60 machine guns
- score targets
- field strip M16 series rifles
- field strip semiautomatic pistols
- operate range towers
- function check M16 series rifles
- remove or replace parts on M16 series rifles
- function check semiautomatic pistols

Representative TMs for this cluster include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0001	M16, Semiautomatic Pistol Training and Maintenance	39	28	90
0002	M60 Machine Gun Training and Maintenance	13	7	87
0003	Grenade Launcher Training and Maintenance	13	5	75
0005	Control and Safeguard Weapons and Ammunition	7	3	70
0006	Shotgun Training and Maintenance	13	4	67
0004	Range Maintenance	8	3	62

These data clearly indicate that the members of the General Combat Arms Maintenance and Training Cluster are performing tasks in modules that represent the core of the AFSC. All of the major weapons, the M16 rifle, semiautomatic pistol, M60 machine gun, grenade launcher, and shotgun, that are trained and maintained by members of this cluster are included in these TMs.

Forty-eight percent of the incumbents in the General Combat Arms Maintenance and Training Cluster hold DAFSC 3P151, while 36 percent have a DAFSC of 3P171. AD incumbents have a predominant paygrade of E-4 and average over 8 years TAFMS. The component makeup for this cluster is AD-59 percent, AFRES-18 percent, and ANG-23 percent.

As noted above, this cluster contains three jobs. These are: Range NCOIC Job; M16 5.56mm Conversion Kit Maintenance and Training Job, and Squad Automatic Weapon (SAW) Maintenance Job. Although most of the members of the General Combat Arms Maintenance and Training Cluster indicate they perform tasks pertaining to the more popular weapons of the career ladder, these jobs warrant discussion on their own. A description of each of the three jobs follows.

A. Range NCOIC Job (STG079). The eight members of this job perform tasks that pertain to supervising range operations. Seven of the eight personnel belong to AFRES (three) and ANG (four), and five of the eight hold 3P171 DAFSC. They perform an average of 108 tasks.

Representative tasks for Range NCOIC Job members include:

- supervise military personnel
- determine or establish work assignments or priorities
- supervise range cleanups
- participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conduction
- supervise target refacings
- brief range safety rules
- plan or schedule training

B. M16 5.56mm Conversion Kit Maintenance and Training Job (STG163). The seven incumbents in the M16 5.56mm Conversion Kit Maintenance and Training Job are maintaining a version of the M16 rifle that has been modified to use .22 caliber ammunition instead of the standard .223 caliber or 5.56mm ammunition. This conversion kit was popular in the 1970's and mainly used on ranges that could not support the regular ammunition or as a cost saving factor as .22 caliber ammunition is cheaper. Five of the seven members of this job are assigned to AFRES units, one assigned to an ANG unit, and one is on active duty.

Representative tasks by members of this job are:

- inspect M16 5.56mm conversion kits, such as .22 caliber or M2 bolt
- function check M16 5.56mm conversion kits, such as .22 caliber or M2 bolt
- clear M16 5.56mm conversion kits, such as .22 caliber or M2 bolt
- align or adjust parts on M16 5.56mm conversion kits
- lubricate M16 5.56mm conversion kits, such as .22 caliber or M2 bolt
- clean M16 5.56mm conversion kits, such as .22 caliber or M2 bolt
- field strip M16 5.56mm conversion kits, such as .22 caliber or M2 bolt
- detail strip M16 5.56mm conversion kits, such as .22 caliber or M2 bolt

C. Squad Automatic Weapon (SAW) Maintenance Job. Members of the SAW Maintenance Job are the only personnel in the sample survey performing tasks related to SAWs. Component makeup of this job includes three personnel assigned to ANG units, three members on active duty, and one member belonging to AFRES. The AD members have a predominate paygrade of E-4 and average of almost 5 years TAFMS.

Representative tasks performed by members of this job include:

- clear SAWs
- detail strip SAWs
- align or adjust parts on SAWs
- field strip SAWs
- lubricate SAWs
- inspect SAWs
- clean SAWs
- tag weapons for serviceability or unserviceability
- inspect barrels for obstructions

V. DESERT WARFARE TRAINING CENTER JOB (STG074).

The 16 members of the Desert Warfare Training Center Job are assigned to Nellis AFB NV and provide support for training conducted at Indian Springs AF Auxiliary Field NV. While at Indian Springs they spend the majority of their time (80 percent of their total job time) performing tasks pertaining to maintaining weapons (23 percent). All 16 members are on active duty and have a predominant paygrade of E-3. They average almost 3 years in the career field and just under 4 years TAFMS. In addition to providing training on the M16 rifle, these personnel are responsible for heavy weapons training on the light antitank weapons (LAW), grenade launchers, and NVDs.

DESERT WARFARE TRAINING CENTER JOB			
	AD	AFRES	ANG
Number of members	16	0	0
Average number of tasks performed	83	0	0
Average time in present job	1.2 yrs	N/A	N/A
Average time in career field	2.9 yrs	N/A	N/A
Average TAMS	3.9 yrs	N/A	N/A
Predominant paygrade	E-3	N/A	N/A

Representative tasks performed by members of this job are:

- conduct LAW live-fire training
- conduct LAW classroom training
- conduct NVD live-fire training
- conduct NVD classroom training
- inspect night vision devices (NVDs)
- function check LAW 35mm subcaliber devices

- inspect LAW 35mm subcaliber devices
- function check grenade launchers
- clear grenade launchers

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0011	Night Vision Devices (NVD) Training	4	4	72
0001	M16, Semi-Automatic Pistol Training and Maintenance	39	34	63
0003	Grenade Launcher Training and Maintenance	13	10	67
0017	LAW Training and Maintenance	12	10	63
0004	Range Maintenance	8	6	56

Members of the Desert Warfare Training Center perform tasks in TMs that relate to heavy weapons. Data indicates that 34 percent of these incumbents' job times is spent on providing maintenance and training on the M16 rifle and an additional 24 percent on LAWs, NVDs, and grenade launchers. Training on the 9mm pistol is not provided at the Indian Springs location.

VI. CREW SERVED WEAPONS TRAINING AND MAINTENANCE JOB (STG054). Members of the Crew Served Weapons Training and Maintenance Job indicate spending 26 percent of their time on tasks pertaining to maintaining weapons and 21 percent instructing and evaluating ground weapons skills. Crew served weapons are the heavy weapons taught and maintained by personnel in this job and include the M2 and MK19 machine guns and mortars. The 18 incumbents in this job are all active duty and have an average of over 9 years TAFMS.

CREW SERVED WEAPONS TRAINING AND MAINTENANCE JOB			
	AD	AFRES	ANG
Number of members	18	0	0
Average number of tasks performed	151	0	0
Average time in present job	2.9 yrs	N/A	N/A
Average time in career field	7.4 yrs	N/A	N/A
Average TAMS	9.4 yrs	N/A	N/A
Predominant paygrade	E-5	N/A	N/A

Representative tasks performed by members of this job include:

- function check MK19 machine guns
- conduct mortar live-fire training
- conduct M2 machine gun classroom training
- field strip M2 machine guns
- lubricate motars
- clear MK19 machine guns
- clear motars
- conduct fire from vehicle training

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0018	MK19 Machine Gun Training and Maintenance	15	12	92
0019	M2 Machine Gun Training and Maintenance	15	12	94
0020	Mortar Training and Maintenance	13	10	91

TM data clearly indicates that members of the Crew Served Weapons Training and Maintenance Job are performing in modules that pertain to the MK19 and M2 machine guns and motars. Over 90 percent of the members are performing tasks that relate to these heavy weapons.

Incumbents in this cluster have an average paygrade of E-5, and average over 7 years in the career field. The majority of the members are assigned to those bases that conduct crew served weapons training and include Nellis AFB NV (eight members), Lackland AFB TX (six members, and Kunsan AB KOR (two members). Twelve personnel in the Crew Served Weapons Training and Maintenance Job indicated have a 3P151 DAFSC, while five others hold DAFSC 3P171. The remaining member holds a 3P131 DAFSC.

VII. GUNSMITH JOB (STG044). Of the 16 members that grouped under the Gunsmith Job, only 7 indicate having an AFSC of 3P1X1A, Gunsmith. The remaining nine personnel hold 3P1X1 DAFSCs. Thirteen of the members indicate being assigned to Lackland AFB TX. Irregardless of indicated DAFSCs, incumbents in this job are spending the majority of their time (38 percent) performing tasks that pertain to maintaining weapons, and another 26 percent of their time is spent on performing serviceability inspections. The tasks performed by members of this group are more complex in the weapons maintenance area than those performed by members of other groups in the sample survey. For example, these personnel are the only group that indicate they grind, file, or stone weapons parts, blast metal surfaces of weapons, and blue weapons.

GUNSMITH JOB			
	AD	AFRES	ANG
Number of members	16	0	0
Average number of tasks performed	127	0	0
Average time in present job	2.4 yrs	N/A	N/A
Average time in career field	4.7 yrs	N/A	N/A
Average TAMS	5.4 yrs	N/A	N/A
Predominant paygrade	E-4	N/A	N/A

Representative tasks performed by members of this job include:

- grind, file, or stone weapons parts
- stake weapons parts
- blast metal surfaces of weapons
- apply touch-up bluing to weapons
- apply finish to wooden weapons parts
- deburr weapons parts
- inspect ceremonial weapons
- function check ceremonial weapons

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0003	Grenade Launcher Training and Maintenance	13	6	60
0005	Control and Safeguard Weapons and Ammunition	7	5	56
0002	M60 Machine Gun Training and Maintenance	13	8	57
0001	M16, Semiautomatic Pistol Training and Maintenance	39	20	49
0018	MK19 Machine Gun Training and Maintenance	15	4	49
0008	SAW Training and Maintenance	14	4	46
0009	Weapons Inspections	6	2	38
0015	Gunsmith	52	7	19

The number of TMs in the Gunsmith Job reflect the various weapons maintained and repaired by members in this job. In addition, TM 0015, Gunsmith, is only performed by members in the Gunsmith Job.

All 16 members of this job indicate being on active duty, and have a predominant paygrade of E-4. They also average over 5 years TAFMS.

VIII. SUPERINTENDENT JOB (STG027). The members of the Superintendent Job are second only to the members of the Headquarters Level Job as to being the senior group of the survey sample, and represent 5 percent of the survey sample. They average just over 17 years TAFMS. Fifty-four percent of their time is spent performing management and supervisory activities, while another 15 percent of time is being spent on tasks pertaining to managing weapons training and maintaining instructor qualification.

SUPERINTENDENT JOB			
	AD	AFRES	ANG
Number of members	27	8	4
Average number of tasks performed	110	87	175
Average time in present job	3.6 yrs	N/A	N/A
Average time in career field	14.3 yrs	N/A	N/A
Average TAMS	17.4 yrs	N/A	N/A
Predominant paygrade	E-7	E-7	E-6

Representative tasks performed by members of this job include:

- counsel subordinates concerning personal matters
- determine or establish work assignments or priorities
- conduct self-inspections or self-assessments
- evaluate personnel for compliance with performance standards
- evaluate work schedules
- supervise military personnel
- write recommendations for awards or decorations
- conduct supervisory performance feedback sessions

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0010	Supervision	52	46	73
0009	Weapons Inspections	6	2	33

Members of the Supervisors Cluster are spending the highest percentage of their time in the supervision TM, as expected. They are also performing tasks in the weapons inspection module, tasks that would require a supervisors review.

AD members account for 69 percent of the component status for this cluster. AFRES members make up 20 percent and ANG personnel the remaining 10 percent. Fifty-six percent of the Supervisors Cluster incumbents hold DAFSC 3P171, 21 percent are 9-skill levels, 15 percent are 3P151 personnel, and 8 percent are CEMs.

IX. EQUIPMENT MANAGEMENT JOB (STG024).

The 8 members in this job indicate they spend the majority (52 percent) of their time on tasks that pertain to general supply and equipment activities. These incumbents are responsible for storing, issuing, and receiving equipment associated with the weapons in their units. Equipment Management Job personnel perform the smallest number of tasks (29) of any group identified in the survey sample. They average over 8 years TAFMS and just over 1 year in the job. The majority (75 percent) of members in the Equipment Management Job hold DAFSC 3P151.

EQUIPMENT MANAGEMENT JOB			
	AD	AFRES	ANG
Number of members	8	0	0
Average number of tasks performed	29	0	0
Average time in present job	1.1 yrs	N/A	N/A
Average time in career field	6.2 yrs	N/A	N/A
Average TAMS	8.5 yrs	N/A	N/A
Predominant paygrade	E-5	N/A	N/A

Representative tasks performed by members of this job are:

- store equipment, tools, parts, or supplies
- maintain documentation on items requiring periodic inspections
- issue or log-turn-ins of equipment, tools, parts, or supplies, other than weapons or ammunition
- coordinate maintenance of equipment with appropriate agencies
- pick up or deliver equipment, tools, parts, or supplies
- identify and report equipment or supply problems
- evaluate serviceability of equipment, tools, parts, or supplies
- initiate requisitions for equipment, tools, parts, or supplies
- establish procedures for accountability of equipment, tools, parts, or supplies

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0007	Supply	11	36	69
0010	Supervision	52	26	18
0009	Weapons Inspections	6	3	18

As expected, the Equipment Management Job members are performing tasks in modules that pertain to supply. The tasks being performed by incumbents in this job that pertain to the supervision module all relate to equipment, tools, parts, or supplies. As with any supply related area, performing inspection tasks is a part of the job, hence, Equipment Management Job members are found performing in the Weapons Inspection TM.

All eight members of this job indicate they are on active duty and have a predominant paygrade of E-5. Six members indicate being assigned to the Air Education and Training Command (AETC), while the remaining two are assigned to the Air Combat Command (ACC).

X. HEADQUARTERS LEVEL JOB (STG028).
These job incumbents are definitely the senior group of the sample survey. The AD members (12) average just over 19 years TAFMS. Sixty-two percent of their job time is spent performing tasks pertaining to management and supervisory activities. Headquarters Level Job members are distinguished from the members of the Superintendent Job by spending 17 percent of their time performing tasks pertaining to general administration and TO system activities. For example, members of this job are performing tasks related to drafting, reviewing, or evaluating regulations, manuals, or other directives. These tasks are not being performed by members of the Superintendents Job. Eleven of the personnel in this job indicate being assigned to a MAJCOM Headquarters.

HEADQUARTERS LEVEL JOB			
	AD	AFRES	ANG
Number of members	13	1	0
Average number of tasks performed	40	0	0
Average time in present job	2.7 yrs	N/A	N/A
Average time in career field	16.3 yrs	N/A	N/A
Average TAMS	19.1 yrs	N/A	N/A
Predominant paygrade	E-8	n/s	n/s

Representative tasks performed by members of this job are:

- review drafts of regulations, manuals, or other directives
- draft supplements or changes to directives, such as regulations, manuals, or indexes
- evaluate inspection report findings or inspection procedures
- conduct staff assistance visits, inspections, or audits
- determine or establish publication requirements
- evaluate job-related suggestions
- develop munitions forecasts
- write inspection reports
- develop self-inspection or self-assessment program checklists

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0010	Supervision	52	40	29

Note that members of the Headquarters Level Job spend 40 percent of their job time on tasks associated with Supervision.

The members of this job have a predominate paygrade of E-8. Forty-seven percent of the incumbents in the Headquarters Level Job hold DAFSC 3P171, while 38 percent are 3P109, and the remaining 15 percent have a 3P100 DAFSC.

Comparison of Current Group Descriptions to Previous Study

The results of the specialty job analysis were compared to the previous OSR, AFSC 753X0, dated May 1991. The previous survey identified 13 jobs and the current 3P1X1/A survey identified 1 cluster and 9 jobs. The majority of jobs identified in the previous survey were centered around those performed at Lackland AFB and at other locations. Gunsmith, AFSC 3P1X1A, AFRES and ANG personnel were not included in the previous survey. Because these groups are included in the current survey, some of the jobs that were previously identified as being peculiar to Lackland AFB are now common to other bases. For example, the Lackland CATM Instructor, Lackland Basic Trainee Instructor, and Lackland NCOIC jobs, identified in

the previous survey, group in the General CATM Cluster in the current survey. Also included in the General CATM Cluster in the current survey are the Senior CATM Instructor, Junior CATM Instructor, NCOIC, and Nellis CATM Instructor from the previous survey (see Table 7). Some group titles may have changed, but the core of the jobs are the same. For example: Lackland M60 Machine Gun Course Instructor personnel in the previous survey are now titled M60 Machine Gunner Course Instructor in the current survey. Also, the Nellis AFB Machine Gun Instructor Job in the previous survey is now titled the Desert Warfare Training Center Job, but the tasks performed remain the same. The Lackland Mortar and Machine Gun Instructor Job identified in the 1990 survey is now the Crew Served Weapons Training and Maintenance Job. Two jobs that are titled the same in both surveys are the Armorer Job and the Superintendent Job. And, two new jobs that surfaced in this report as a result of surveying AFRES, ANG, and Gunsmith personnel are the ANG/AFRES CATM and Gunsmith jobs. One other new job that appeared in the current survey is the Equipment Management Job. The tasks being performed in a job identified as the Action Officer Job in the previous survey, fall under the Headquarters Level Job in this survey.

Summary

In summary, structure analysis identified one cluster and nine jobs: Armorer Job, M60 Machine Gunner Course Instructor Job, ANG/AFRES CATM Job, General Combat Arms Training and Maintenance Cluster, Desert Warfare Training Center Job, Crew Served Weapons Training and Maintenance Job, Gunsmith Job, Superintendent Job, Equipment Management Job, and Headquarters Level Job. Analysis reveals the Combat Arms Training and Maintenance/Gunsmith career ladder to be very homogenous, with the core jobs being centered around the training and maintenance of different weapons. Although there are only 12 3P1X1A authorizations for the career ladder, survey data revealed that there are a few (4) 3P1X1 personnel performing Gunsmith tasks.

SKILL AND EXPERIENCE ANALYSIS

Analysis of DAFSC Groups

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. DAFSC analysis examines differences in tasks performed between skill levels. This information may then be used to evaluate how well career ladder documents, such as AFMAN 36-2108 Airman Classification, reflect what career ladder personnel are actually doing in the field. DAFSC 3P1X1A will be discussed in the DAFSC 3P1X1 analysis.

TABLE 7

AFSC 3P1X1/A
COMPARISON OF MAJOR JOBS BETWEEN SURVEYS

<u>CURRENT SURVEY (N=863)</u>	<u>PREVIOUS SURVEY (N=593)</u>
ARMORER JOB	LACKLAND ARMORER
M60 MACHINE GUNNER COURSE INSTRUCTOR JOB	LACKLAND M60 MACHINE GUN COURSE INSTRUCTOR
ANG/AFRES CATM JOB	
GENERAL COMBAT ARMS TRAINING AND MAINTENANCE CLUSTER	LACKLAND CATM INSTRUCTOR JOB
	LACKLAND BASIC TRAINEE INSTRUCTOR
	LACKLAND NCOIC
	SENIOR CATM INSTRUCTOR
	JUNIOR CATM INSTRUCTOR
	NCOIC
	NELLIS CATM INSTRUCTOR
DESERT WARFARE TRAINING CENTER JOB	NELLIS AFB MACHINE GUN INSTRUCTOR
CREW SERVED WEAPONS TRAINING AND MAINTENANCE JOB	LACKLAND MORTAR AND MACHINE GUN INSTRUCTOR
GUNSMITH JOB	
SUPERINTENDENT JOB	SUPERINTENDENT
EQUIPMENT MANAGEMENT JOB	
HEADQUARTERS LEVEL JOB	ACTION OFFICER

ACTIVE DUTY

AFSC 3P1X1/A

The distribution of AFSC 3P1X1 skill-level groups across career ladder clusters and jobs is displayed in Table 8. As can be seen, high numbers of DAFSC 3P131, 3P151, and 3P171 members are in the core cluster of the career ladder, the General CATM Cluster. As personnel progress through the career ladder, they do begin to move into traditional management and supervisory roles. Although Table 8 indicates 97 of the 135 DAFSC 3P171 personnel are performing in the General CATM Cluster, further analysis reveals they are performing supervisory tasks in addition to those tasks being performed in the General CATM Cluster. This will be explained further in the DAFSC 3P171 analysis below. And, as also indicated in Table 8, DAFSC 3P190 and 3P100 are performing in the supervisory jobs, Superintendent and Headquarters Level. The majority of DAFSC 3P151A (7 out of 10) are performing tasks pertaining to Gunsmith duties (See Table 8). The only DAFSC 3P131A individual in the sample survey did not group in the cluster and jobs identified in the analysis and will not be reported on in this section. Career ladder progression is typical in this AFSC.

Table 9 offers a better perspective by displaying the relative percent time spent on each duty across skill-level groups. As expected, 3- and 5-skill level personnel have little to do with supervisory functions (Duty A), but 7-skill level members spend a larger amount of time in this same duty. As can be seen in Table 9, members of 3- and 5-skill levels spend about the same amount of time in duties B through G, and duties J through L. These duties represent the essence of jobs being performed by members of the Combat Arms Training and Maintenance AFSC. Twenty-eight percent of 7-skill level members' time is being spent performing supervisory functions, while they indicate spending another 10 percent of time managing weapons training and maintaining instructor qualification (Duty B). Nine-skill level and CEM personnel are also spending the majority of their job time in supervisory duties (Duties A, B, and C). And as expected, DAFSC 3P1X1A, Gunsmith personnel, are spending the majority of their time in duties specific to maintaining weapons (Duties E and G). Specific skill-level group discussions are presented below.

Descriptions and Comparisons of Skill-Level Groups

DAFSC 3P131. Three-skill level members perform an average of 128 tasks and average just under 2 years (19 months) in the specialty. Most (63 percent) hold the grade of Airman First Class. Table 8 shows that 95 of the 121 members in this group perform in the General CATM Cluster. Seventy-five percent of their job time is spent performing tasks that pertain to performing serviceability inspections, maintaining weapons, controlling and operating firing range facilities, and instructing and evaluating ground weapons skills. The remainder of their time is spread over the remaining duties (see Table 9). Table 10 lists representative tasks these members perform. Examples of these tasks include: fire M16 series rifles for qualification or to maintain proficiency; clear M16 series rifles; fire semiautomatic pistols for qualification or to

TABLE 8

DISTRIBUTION OF AFSC 3P1X1/A SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS
(ACTIVE DUTY)

JOB	3P131 (N=121)	3P151 (N=251)	3P171 (N=135)	3P190 (N=9)	3P100 (N=5)	3P151A (N=9)
ARMORER JOB	1	7	0	0	0	0
M60 MACHINE GUN COURSE INSTRUCTOR JOB	1	7	1	0	0	0
ANG/AFRES CATM JOB	2	0	0	0	0	1
GENERAL CATM CLUSTER	95	198	97	1	0	0
DESERT WARFARE TRAINING CENTER JOB	12	2	2	0	0	0
CREW SERVED WEAPONS TNG AND MAINT JOB	1	12	5	0	0	0
GUNSMITH JOB	1	6	2	0	0	7
SUPERINTENDENT JOB	0	4	16	4	3	0
EQUIPMENT MANAGEMENT JOB	1	6	1	0	0	0
HEADQUARTERS LEVEL JOB	0	0	6	4	2	0
NOT GROUPED	7	9	5	0	0	1

TABLE 9

TIME SPENT ON DUTIES BY MEMBERS OF AFSC 3P1X1/A SKILL-LEVEL GROUPS
(ACTIVE DUTY)
(RELATIVE PERCENT OF JOB TIME)

DUTIES	DAFSC 3P131 (N=121)	DAFSC 3P151 (N=251)	DAFSC 3P171 (N=135)	DAFSC 3P190 (N=9)	DAFSC 3P100 (N=5)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	11	28	60	69
B MANAGING WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION	7	8	10	12	10
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	3	5	7	11	12
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	4	4	3	2
E PERFORMING SERVICEABILITY INSPECTIONS	14	12	9	2	*
F INSPECTING AND MAINTAINING MATCH-GRADE WEAPONS	*	*	*	0	0
G MAINTAINING WEAPONS	24	21	15	3	1
H DESIGNING, FABRICATING, AND MODIFYING WEAPON PARTS, TOOLS, AND FIXTURES	*	*	*	*	0
I TESTING AND EVALUATING WEAPONS AND AMMUNITION	*	*	*	*	1
J CONTROLLING AND SAFEGUARDING WEAPONS AND AMMUNITION	6	7	4	2	*
K CONTROLLING AND OPERATING FIRING RANGE FACILITIES	20	15	12	5	3
L INSTRUCTING AND EVALUATING GROUND WEAPONS SKILLS	17	16	10	1	1

* Indicates less than 1%

TABLE 9 (CONTINUED)

TIME SPENT ON DUTIES BY MEMBERS OF AFSC 3P1X1/A SKILL-LEVEL GROUPS
(ACTIVE DUTY)
(RELATIVE PERCENT OF JOB TIME)

<u>DUTIES</u>	DAFSC 3P131A (N=1)	DAFSC 3P151A (N=9)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	0	2
B MANAGING WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION	5	4
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	0	4
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	0	2
E PERFORMING SERVICEABILITY INSPECTIONS	27	25
F INSPECTING AND MAINTAINING MATCH-GRADE WEAPONS	0	2
G MAINTAINING WEAPONS	56	35
H DESIGNING, FABRICATING, AND MODIFYING WEAPON PARTS, TOOLS, AND FIXTURES	0	5
I TESTING AND EVALUATING WEAPONS AND AMMUNITION	0	1
J CONTROLLING AND SAFEGUARDING WEAPONS AND AMMUNITION	7	3
K CONTROLLING AND OPERATING FIRING RANGE FACILITIES	5	13
L INSTRUCTING AND EVALUATING GROUND WEAPONS SKILLS	0	4

* Indicates less than 1%

TABLE 10
REPRESENTATIVE TASKS PERFORMED BY AFSC 3P131
ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=121)
B104 Fire M16 series rifles for qualification or to maintain proficiency	96
G292 Clear M16 series rifles	95
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	92
E184 Field strip M16 series rifles	91
E200 Function check M16 series rifles	91
L508 Conduct M16 series rifle classroom training	89
G276 Clean M16 series rifles	89
K482 Score targets	88
G338 Lubricate M16 series rifles	88
B100 Fire grenade launchers for qualification or to maintain proficiency	88
L509 Conduct M16 series rifle live-fire training	88
K462 Instruct courses of fire	88
K471 Operate range towers	88
K464 Instruct range safety rules	87
L510 Conduct M16 series rifle preventive maintenance training	85
K441 Brief range safety rules	84
G300 Clear semiautomatic pistols	84
E203 Function check M60 machine guns	84
E187 Field strip M60 machine guns	84
B106 Fire M60 machine guns for qualification or to maintain proficiency	84
K463 Instruct range commands	83
E216 Inspect M16 series rifles	83
K444 Conduct range cleanups	83
G288 Clear grenade launchers	83
E181 Field strip grenade launchers	83

maintain proficiency; field strip M16 series rifles; function check M16 series rifles; and conduct M16 series rifle classroom training. The above tasks, and others found in Table 10 performed by 3-skill level personnel, are typical of those that would be performed by CATM personnel at firing ranges around the Air Force. Although the one DAFSC 3P131A member did not group in the job structure analysis, 83 percent of this members time is being spent maintaining and inspecting weapons.

DAFSC 3P151. Five-skill level members comprise the largest group in this career ladder. The 251 members of this group perform an average of 162 tasks and average over 6 years in the career ladder. Over half (55 percent) of these members are Senior Airmen or Sergeants. As with 3-skill level members, the biggest group of 5-skill level airmen (198) are members of the General CATM Cluster (see Table 8). DAFSC 3P151 members, while indicating they spend 64 percent of their time on task performance in general CATM duties (Duties E, G, K, and L), also spend time (19 percent) performing supervisory and training tasks (See Table 9). Representative tasks for these incumbents are listed in Table 11. A 3- to 5-skill level comparison was accomplished, and the tasks that separate these two groups are supervisory in nature. For example, Table 12 shows that while 41 percent of DAFSC 3P151 members are counseling subordinates concerning personnel matters, only 7 percent of DAFSC 3P131 members are performing the same task.

DAFSC 3P151A. The 9 members of the Gunsmith DAFSC average performing 112 tasks and average over 3 years in the "A" shred AFSC. Of the nine, five have a grade of Airman First Class, three hold the grade of Senior Airman/Sergeant, and the remaining member has a grade of Staff Sergeant. Seventy-eight percent of the DAFSC 3P151A personnel are performing in the Gunsmith job (see Table 8). Sixty percent of their job time (see Table 9) is being spent on tasks pertaining to maintaining and inspection of weapons. Table 13 shows representative tasks performed by members of this group. Some of the tasks may seem the same as for those being performed by DAFSC 3P131/51 personnel, however they are performed in the Gunsmith arena by DAFSC 3P151A members. Also, as indicated in Table 13, tasks such as bluing weapons, grinding, filling, or stoning weapons, and deburring or staking weapons parts are only performed by Gunsmith personnel. Since there are no DAFSC 3P171A personnel in the sample survey, a comparison between DAFSC 3P151A and DAFSC 3P171A cannot be accomplished.

DAFSC 3P171. Seven-skill level personnel perform an average of 207 tasks (the most performed by any skill level group) and average over 13 years in the career ladder. The 135 members of this group have grades of Staff Sergeant (14 percent), Technical Sergeant (52 percent), Master Sergeant (33 percent), and Senior Master Sergeant (1 percent). Unlike the 3- and 5-skill level groups, 38 percent of 7-skill level time is spent on tasks pertaining to duties A and B, management and supervisory, and managing weapons training and maintaining instructor qualification (see Table 9). Table 14 shows that in addition to supervisory task performance, 7-skill level personnel are performing technical tasks that pertain to the M16 series rifle,

TABLE 11
 REPRESENTATIVE TASKS PERFORMED BY AFSC 3P151
 ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=251)
G292 Clear M16 series rifles	89
B104 Fire M16 series rifles for qualification or to maintain proficiency	89
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	88
E200 Function check M16 series rifles	86
G300 Clear semiautomatic pistols	86
E203 Function check M60 machine guns	86
E184 Field strip M16 series rifles	85
G276 Clean M16 series rifles	85
B106 Fire M60 machine guns for qualification or to maintain proficiency	84
E187 Field strip M60 machine guns	84
K462 Instruct courses of fire	84
G295 Clear M60 machine guns	84
K464 Instruct range safety rules	83
K465 Instruct range weapons or ammunition handling procedures	82
E208 Function check semiautomatic pistols	82
G338 Lubricate M16 series rifles	82
K463 Instruct range commands	82
G341 Lubricate M60 machine guns	82
E216 Inspect M16 series rifles	81
K482 Score targets	81
E192 Field strip semiautomatic pistols	80
K441 Brief range safety rules	80
E219 Inspect M60 machine guns	80
L515 Conduct M60 machine gun live-fire training	80
G285 Clean semiautomatic pistols	79

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 3P131 AND DAFSC 3P151 ACTIVE DUTY PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 3P131 (N=121)	DAFSC 3P151 (N=251)	DIFFERENCE
A15 Counsel subordinates concerning personal matters	7	41	-35
B88 Conduct OJT	16	51	-35
A48 Evaluate personnel for compliance with performance standards	9	43	-34
A76 Supervise military personnel	9	41	-32
A10 Conduct supervisory performance feedback sessions	4	35	-31
A16 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	16	45	-30
L520 Conduct range card training	36	66	-29
A60 Inspect personnel for compliance with military standards	10	38	-28

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY AFSC 3P151A
ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=9)
E181 Field strip grenade launchers	89
E192 Field strip semiautomatic pistols	89
E196 Function check grenade launchers	89
E208 Function check semiautomatic pistols	89
G338 Lubricate M16 series rifles	89
G346 Lubricate semiautomatic pistols	89
E216 Inspect M16 series rifles	78
G255 Align or adjust parts on M16 series rifles	78
E219 Inspect M60 machine guns	78
G307 Detail strip M16 series rifles	78
G310 Detail strip M60 machine guns	78
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	78
G300 Clear semiautomatic pistols	78
G292 Clear M16 series rifles	78
G263 Align or adjust parts on semiautomatic pistols	78
E212 Inspect grenade launchers	78
G271 Blue weapons	67
H400 Grind, file, or stone weapon parts	67
G304 Deburr weapon parts	67
G370 Stake weapons parts	67

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY AFSC 3P171
ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=135)
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	90
B104 Fire M16 series rifles for qualification or to maintain proficiency	89
A7 Conduct self-inspections or self-assessments	88
A18 Determine or establish work assignments or priorities	86
G292 Clear M16 series rifles	86
A63 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	85
A15 Counsel subordinates concerning personal matters	85
A76 Supervise military personnel	83
A10 Conduct supervisory performance feedback sessions	83
A48 Evaluate personnel for compliance with performance standards	82
A23 Develop or establish work schedules	82
E216 Inspect M16 series rifles	82
E184 Field strip M16 series rifles	82
E200 Function check M16 series rifles	81
K441 Brief range safety rules	81
B113 Maintain training records or files	81
G300 Clear semiautomatic pistols	81
K464 Instruct range safety rules	80
E208 Function check semiautomatic pistols	80
A22 Develop or establish work methods or procedures	79
A80 Write recommendations for awards or decorations	79
A60 Inspect personnel for compliance with military standards	79
K462 Instruct courses of fire	79
E192 Field strip semiautomatic pistols	79
K471 Operate range towers	79
G276 Clean M16 series rifles	79
A61 Interpret policies, directives, or procedures for subordinates	79
K465 Instruct range weapons or ammunition handling procedures	79
G338 Lubricate M16 series rifles	79

semiautomatic pistols, and range duties. This indicates that while the 7-skill level job is supervisory in most respects, members of this group are also conducting weapons training. Representative tasks performed by 7-skill level personnel are listed in Table 14.

Table 15 shows tasks which best distinguish between 5- and 7-skill level members. A higher percentage of 7-skill level members perform those typical supervisory tasks, reflecting the first-line supervisory role of these more senior personnel. Examples of tasks with the greatest difference in members performing include: schedule personnel for temporary duty (TDY) assignments, leaves, or passes; write recommendations for awards or decorations; evaluate workload requirements; and conduct supervisory performance feedback appraisals.

DAFSC 3P190. The 9 9-skill level members in the sample survey average performing 108 tasks and average almost 15 years in the career ladder. Twenty-two percent of these members have a grade of Master Sergeant, while 78 percent are Senior Master Sergeants. Reflecting a much higher level of supervision, 44 percent the 9 9-skill level personnel are in the superintendent job, and another 44 percent is in the headquarters level job (see Table 8). The one remaining member is performing in the General CATM Cluster. Table 16 displays representative tasks performed by members of this group.

As Table 9 shows, members of the DAFSC 3P190 group are clearly the upper level supervisors of the career ladder, along with their CEM counterparts. Seventy-two percent of their job time is spent performing tasks in duties A and B. Because they perform almost purely supervisory tasks, they differ from their 7-skill level counterparts by the percentage that perform technical tasks (see Table 17).

DAFSC 3P100. Performing an average of 84 tasks, the 5 DAFSC 3P100 average over 21 years in the career ladder. As expected, 80 percent of this group have a grade of Chief Master Sergeant, while the remaining individual has a grade of Senior Master Sergeant. Table 8 indicates that three of the five DAFSC 3P100 members are in the Superintendent Job and the remaining two members are in the Headquarters Level Job. The majority of this groups' time (69 percent) is being spent performing tasks in Duty A (see Table 9). Representative tasks performed by DAFSC 3P100 personnel is displayed in Table 18. Differences between this group and their DAFSC 3P190 counterparts can be seen in Table 19. Examples of tasks which are performed by more members of DAFSC 3P100 are: evaluate job or position descriptions, evaluate layout of facilities, and write job or position descriptions.

TABLE 15

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 3P151 AND DAFSC 3P171 ACTIVE DUTY PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 3P151 (N=251)	DAFSC 3P171 (N=135)	DIFFERENCE
A73 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	21	73	-53
A80 Write recommendations for awards or decorations	28	79	-51
A55 Evaluate workload requirements	18	68	-50
A9 Conduct supervisory orientations for newly assigned personnel	26	76	-50
A10 Conduct supervisory performance feedback sessions	35	83	-48
A81 Write replies to inspection reports	17	65	-48
A56 Indorse performance reports or supervisory appraisals	12	59	-47
A61 Interpret policies, directives, or procedures for subordinates	31	79	-47
A79 Write performance reports or supervisory appraisals	31	78	-47

TABLE 16
REPRESENTATIVE TASKS PERFORMED BY AFSC 3P190
ACTIVE DUTY PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=9)
A63	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	100
A72	Review drafts of regulations, manuals, or other directives	100
A64	Plan briefings, conferences, or workshops	100
A5	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	100
A29	Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops	100
A61	Interpret policies, directives, or procedures for subordinates	89
A43	Evaluate job-related suggestions	89
A40	Evaluate inspection report findings or inspection procedures	89
A45	Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	89
A6	Conduct safety inspections of equipment or facilities, other than ranges	89
A47	Evaluate mobility, contingency, disaster preparedness, or unit emergency or alert plans	78
C137	Maintain administrative files	78
B96	Evaluate effectiveness of training programs, plans, or procedures	78
A27	Direct administrative functions	78
A18	Determine or establish work assignments or priorities	78
A53	Evaluate safety or security programs	78
A17	Determine or establish publication requirements	78
A7	Conduct self-inspections or self-assessments	78
A46	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	78
A23	Develop or establish work schedules	78
A22	Develop or establish work methods or procedures	78

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 3P171 AND DAFSC 3P190 ACTIVE DUTY PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 3P171 (N=135)	DAFSC 3P190 (N=9)	DIFFERENCE
E228 Tag weapons for serviceability or unserviceability	76	0	76
L509 Conduct M16 series rifle live fire training	74	0	74
L531 Conduct semiautomatic pistol live-fire training	72	0	72
L510 Conduct M16 series rifle preventive maintenance training	72	0	72
L508 Conduct M16 series rifle classroom training	71	0	71
A47 Evaluate mobility, contingency, disaster preparedness, or unit emergency or alert plans	20	79	-59
A64 Plan briefings, conferences, or workshops	42	100	-58
A29 Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops	46	100	-54
A72 Review drafts of regulations, manuals, or other directives	61	100	-39
A32 Draft supplements or changes to directives, such as regulations, manuals, or indexes	33	67	-34

TABLE 18
REPRESENTATIVE TASKS PERFORMED BY AFSC 3P100
ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=5)
A63 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	100
A21 Develop munitions forecasts	100
A72 Review drafts of regulations, manuals, or other directives	100
A5 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	100
A61 Interpret policies, directives, or procedures for subordinates	100
A64 Plan briefings, conferences, or workshops	100
A43 Evaluate job-related suggestions	100
A49 Evaluate personnel for promotion, demotion, reclassification, or special awards	100
A16 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	100
A40 Evaluate inspection report findings or inspection procedures	100
A32 Draft supplements or changes to directives, such as regulations, manuals, or indexes	100
A44 Evaluate layouts of facilities	100
A73 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	100
A26 Develop self-inspection or self-assessment program checklists	100
A51 Evaluate ranges for adequacy of mission support	100
C123 Coordinate obtaining TDY orders with appropriate agencies	100
A42 Evaluate job or position descriptions	100
A22 Develop or establish work methods or procedures	80

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 3P190 AND DAFSC 3P100 ACTIVE DUTY PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 3P190 (N=9)	DAFSC 3P100 (N=5)	DIFFERENCE
C137 Maintain administrative files	78	*	78
C120 Annotate security forms for facilities or security containers	44	*	44
A33 Establish access lists	44	*	44
C145 Maintain technical order libraries	44	*	44
A46 Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	78	40	38
A42 Evaluate job or position descriptions	44	100	-56
A44 Evaluate layouts of facilities	44	100	-56
C123 Coordinate obtaining TDY orders with appropriate agencies	44	100	-56
A78 Write job or position descriptions	33	80	-47
A16 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	56	100	-44
A49 Evaluate personnel for promotion, demotion, reclassification, or special awards	56	100	-44
A73 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	56	100	-44

AFRES

The distribution of AFSC 3P1X1 skill-level groups across career ladder clusters and jobs for AFRES personnel is displayed in Table 20. Analysis has identified AFRES personnel only grouping in one cluster and three jobs, as compared to the one cluster and nine jobs for their AD counterparts. As can be seen in Table 20, 58 of the 77 DAFSC 3P151 members (75 percent), and 55 of the 65 DAFSC 3P171 members (85 percent) are performing in the General CATM Cluster, the major cluster identified in the analysis of the CATM career ladder. There are no DAFSC 3P131 AFRES authorizations. As AFRES personnel progress through the career ladder, their job remains technical up through the 7-skill level as indicated by only 3 of the 65 members performing in the Superintendent Job. This does not mean that some 7-skill level personnel are not in supervisory positions within the other jobs, as they spend 20 percent of their time performing tasks related to management and supervisory activities (see Table 21). Some reasons for AFRES 7-skill level personnel remaining technical in their jobs are: the small amount of time allocated for training during UTA weekends and low numbers of personnel assigned to AFRES units. In most cases, the 7-skill level personnel are actively conducting weapons training activities right along with their 5-skill counterparts. The true shift to supervisory functions for AFRES members occurs at DAFSC 3P190 (see Table 20). Thus, career ladder progression is atypical for AFRES personnel in this AFSC.

Descriptions and Comparisons of AFRES Skill-Level Groups

DAFSC 3P151. AFRES 5-skill level members, like their AD counterparts, comprise the largest skill level group in this career ladder. Over half (65 percent) of these members are Staff Sergeants. As with their AD 5-skill level counterparts, the biggest group of 5-skill level airmen (58) are members of the General CATM Cluster (see Table 20). DAFSC 3P151 members indicate they spend 74 percent of their time on task performance in support of general CATM functions, Duties E, G, K, and L, and spend very little time in each of the remaining duties (see Table 21). Table 22 lists representative tasks for these incumbents. Since AFRES has no 3-skill level authorizations, a 3- to 5-skill level comparison is not possible for this AFSC. However, a 5- to 7-skill level comparison has been accomplished and will be discussed under DAFSC 3P171.

DAFSC 3P171. The 65 members of this group have grades of Staff Sergeant (12 percent), Technical Sergeant (52 percent), Master Sergeant (34 percent), and Senior Master Sergeant (2 percent). Like their AD 7-skill level counterparts, 57 percent of this group's time is spent on technical tasks in duties E, G, K, and L, but only 19 percent of time is involved with supervisory functions (see Table 21). Representative tasks performed by 7-skill level personnel are listed in Table 23. Examples of technical tasks performed by AFRES 7-skill level personnel include: field strip M16 series rifles; function check M16 series rifles; and conduct M16 series rifle classroom training.

TABLE 20

DISTRIBUTION OF AFSC 3P1X1 SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS
(AFRES)

<u>JOB</u>	3P151 (N=77)	3P171 (N=65)	3P190 (N=12)
ANG/AFRES CATM JOB	6	5	0
GENERAL CATM CLUSTER	58	55	7
SUPERINTENDENT JOB	1	3	4
HEADQUARTERS LEVEL JOB	0	0	1
NOT GROUPED	12	2	0

TABLE 21

TIME SPENT ON DUTIES BY MEMBERS OF AFSC 3P1X1 SKILL-LEVEL GROUPS
(AFRES)
(RELATIVE PERCENT OF JOB TIME)

<u>DUTIES</u>	DAFSC 3P151 (N=77)	DAFSC 3P171 (N=65)	DAFSC 3P190 (N=12)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	6	20	42
B MANAGING WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION	8	10	14
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	3	5	9
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	3	3
E PERFORMING SERVICEABILITY INSPECTIONS	15	11	4
F INSPECTING AND MAINTAINING MATCH-GRADE WEAPONS	*	*	0
G MAINTAINING WEAPONS	24	17	7
H DESIGNING, FABRICATING, AND MODIFYING WEAPON PARTS, TOOLS, AND FIXTURES	*	*	0
I TESTING AND EVALUATING WEAPONS AND AMMUNITION	*	*	0
J CONTROLLING AND SAFEGUARDING WEAPONS AND AMMUNITION	5	4	4
K CONTROLLING AND OPERATING FIRING RANGE FACILITIES	20	16	10
L INSTRUCTING AND EVALUATING GROUND WEAPONS SKILLS	15	13	6

* Indicates less than 1%

TABLE 22

REPRESENTATIVE TASKS PERFORMED
BY AFSC 3P151 AFRES PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=77)
G292 Clear M16 series rifles	92
B104 Fire M16 series rifles for qualification or to maintain proficiency	92
E200 Function check M16 series rifles	91
E184 Field strip M16 series rifles	88
G276 Clean M16 series rifles	88
E216 Inspect M16 series rifles	88
G338 Lubricate M16 series rifles	87
E192 Field strip semiautomatic pistols	84
G285 Clean semiautomatic pistols	84
L509 Conduct M16 series rifle live-fire training	84
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	84
L510 Conduct M16 series rifle preventive maintenance training	83
K444 Conduct range cleanups	83
K464 Instruct range safety rules	82
L508 Conduct M16 series rifle classroom training	82
E208 Function check semiautomatic pistols	81
K465 Instruct range weapons or ammunition handling procedures	81
K463 Instruct range commands	81
K441 Brief range safety rules	81
K482 Score targets	79
K462 Instruct courses of fire	79
B106 Fire M60 machine guns for qualification or to maintain proficiency	79
E187 Field strip M60 machine guns	79
L531 Conduct semiautomatic pistol live-fire training	78
G300 Clear semiautomatic pistols	78

TABLE 23
REPRESENTATIVE TASKS PERFORMED
BY AFSC 3P171 AFRES PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=65)
E184 Field strip M16 series rifles	94
E200 Function check M16 series rifles	94
L508 Conduct M16 series rifle classroom training	92
G292 Clear M16 series rifles	91
L509 Conduct M16 series rifle live-fire training	91
B104 Fire M16 series rifles for qualification or to maintain proficiency	91
K441 Brief range safety rules	89
K464 Instruct range safety rules	89
K463 Instruct range commands	89
K462 Instruct courses of fire	88
L530 Conduct semiautomatic pistol classroom training	88
L510 Conduct M16 series rifle preventive maintenance training	88
L531 Conduct semiautomatic pistol live-fire training	88
E216 Inspect M16 series rifles	86
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	86
E192 Field strip semiautomatic pistols	86
K444 Conduct range cleanups	86
K470 Operate firearms training simulators	85
K482 Score targets	85
K484 Supervise range cleanups	85
E187 Field strip M60 machine guns	85
K465 Instruct range weapons or ammunition handling procedures	83
L532 Conduct semiautomatic pistol preventive maintenance training	83
K471 Operate range towers	82

Table 24 shows tasks which best distinguish between 5- and 7-skill level members. Note that they are all supervisory in nature, but the percent members performing for 7-skill level members is low when compared to the percent members performing technical tasks in Table 23. For this reason, AFRES career ladder progression is atypical, as normally there should be a higher increase in supervisory task performance by 7-skill level personnel.

DAFSC 3P190. Thirty-two percent of the 12 group members have a grade of Master Sergeant, while 58 percent are Senior Master Sergeants. Reflecting a much higher level of supervision, Table 20 indicates 4 9-skill level personnel are in the superintendent job, while the majority (7 of 12) are in the General CATM Cluster. They are spending 56 percent of their time performing tasks related to management and supervisory activities and managing weapons training and maintaining instructor qualification (see Table 21). Representative tasks performed by members of this group are displayed in Table 25.

As Table 21 shows, members of the AFRES DAFSC 3P190 group are clearly the supervisors of the career ladder. Because they perform almost purely supervisory tasks, they differ from their 7-skill level counterparts by indicating a small amount of technical task performance (see Table 26). Although 7-skill level personnel perform some supervisory tasks, Table 25 clearly shows a higher percentage of the 9-skill level members are performing the same tasks. Examples of these higher performance supervisory tasks are: review drafts of regulations, manuals, or other directives; write recommendations for awards or decorations; and evaluate workload requirements.

ANG

According to the AFPC Master Personnel File, from which the Unit Airman Record is extracted, the ANG also has no DAFSC 3P131 authorizations. Consequently, 3-skill level data is not available for ANG DAFSC analysis. The distribution of AFSC 3P1X1 5- and 7-skill level groups across career ladder clusters and jobs for ANG personnel is displayed in Table 27. ANG members only grouped in one cluster and two jobs. The majority of DAFSC 3P151 and 3P171 personnel are in the General CATM Cluster. Since there were no DAFSC 3P190 personnel identified in the sample survey, and as with their counterparts in AFRES, career ladder progression for ANG personnel is technical in nature up through the 7-skill level. Only three DAFSC 3P171 ANG personnel are in the Superintendent Job, which indicates the majority of 7-skill level personnel are performing technical tasks along with the supervisory tasks required in conducting weapons training. Thus, career ladder progression is atypical in this ANG AFSC.

Table 28 offers another perspective by displaying the relative percent time spent on each duty across skill-level groups. Five-skill level personnel have little to do with supervisory functions (duties A, and B), and 7-skill level members only spend 25 percent of their time in

TABLE 24

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 3P151 AND DAFSC 3P171 AFRES PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 3P151 (N=77)	DAFSC 3P171 (N=65)	DIFFERENCE
A18 Determine or establish work assignments or priorities	12	69	-58
A2 Assign personnel to work areas or duty positions	16	74	-58
A76 Supervise military personnel	21	75	-55
A9 Conduct supervisory orientations for newly assigned personnel	8	63	-55
A15 Counsel subordinates concerning personal matters	12	66	-54
A49 Evaluate personnel for promotion, demotion, reclassification, or special awards	5	57	-52
A23 Develop or establish work schedules	14	66	-52
A60 Inspect personnel for compliance with military standards	17	66	-49
A48 Evaluate personnel for compliance with performance standards	18	66	-48
B115 Plan or schedule training	18	65	-46

TABLE 25

REPRESENTATIVE TASKS PERFORMED
BY AFSC 3P190 AFRES PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=12)
A63 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	92
B84 Brief organizational personnel concerning training programs or matters	92
A76 Supervise military personnel	92
A55 Evaluate workload requirements	92
A54 Evaluate work schedules	92
A15 Counsel subordinates concerning personal matters	92
A49 Evaluate personnel for promotion, demotion, reclassification, or special awards	92
A18 Determine or establish work assignments or priorities	92
B97 Evaluate personnel to determine training needs	92
A57 Initiate actions required due to substandard performance of personnel	92
A80 Write recommendations for awards or decorations	92
A21 Develop munitions forecasts	83
A40 Evaluate inspection report findings or inspection procedures	83
B115 Plan or schedule training	83
A48 Evaluate personnel for compliance with performance standards	83
A7 Conduct self-inspections or self-assessments	83
A37 Establish procedures for accountability of equipment, tools, parts, or supplies	83
A56 Indorse performance reports or supervisory appraisals	83
A51 Evaluate ranges for adequacy of mission support	83
A28 Direct training functions	83
A35 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	83
A23 Develop or establish work schedules	83
B98 Evaluate training methods or techniques of instructors	83
B113 Maintain training records or files	83
B118 Procure training aids, space, or equipment	83

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 3P171 AND DAFSC 3P190 AFRES PERSONNEL (PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 3P171 (N=65)	DAFSC 3P190 (N=12)	DIFFERENCE
B114 Personalize lesson plans	82	42	40
E184 Field strip M16 series rifles	94	58	36
L508 Conduct M16 series rifle classroom training	92	58	34
A72 Review drafts of regulations, manuals, or other directives	20	75	-55
A80 Write recommendations for awards or decorations	38	92	-53
A55 Evaluate workload requirements	40	92	-52
A45 Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	32	83	-51
B84 Brief organizational personnel concerning training programs or matters	42	92	-50
A57 Initiate actions required due to substandard performance of personnel	42	92	-50

TABLE 27

DISTRIBUTION OF AFSC 3P1X1 SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS (ANG)

<u>JOB</u>	3P151	3P171
	(N=80)	(N=98)
ANG/AFRES CATM JOB	8	4
GENERAL CATM CLUSTER	67	88
SUPERINTENDENT JOB	1	3
NOT GROUPED	4	3

TABLE 28

TIME SPENT ON DUTIES BY MEMBERS OF AFSC
3P1X1 SKILL-LEVEL GROUPS (ANG)
(RELATIVE PERCENT OF JOB TIME)

<u>DUTIES</u>	DAFSC 3P151 (N=80)	DAFSC 3P171 (N=98)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	15
B MANAGING WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION	9	10
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	4	5
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	3
E PERFORMING SERVICEABILITY INSPECTIONS	14	12
F INSPECTING AND MAINTAINING MATCH-GRADE WEAPONS	*	*
G MAINTAINING WEAPONS	23	19
H DESIGNING, FABRICATING, AND MODIFYING WEAPON PARTS, TOOLS, AND FIXTURES	*	*
I TESTING AND EVALUATING WEAPONS AND AMMUNITION	*	*
J CONTROLLING AND SAFEGUARDING WEAPONS AND AMMUNITION	4	4
K CONTROLLING AND OPERATING FIRING RANGE FACILITIES	17	17
L INSTRUCTING AND EVALUATING GROUND WEAPONS SKILLS	20	14

* Indicates less than 1%

these supervisory duties. As can also be seen in Table 28, members of 5- and 7-skill level groups spend the largest amount of their time in duties F, G, K, and L. Specific skill-level group discussions are presented below.

Descriptions and Comparisons of ANG Skill-Level Groups

DAFSC 3P151. Twenty-nine percent of this groups members are Senior Airmen/Sergeants, with another 60 percent holding the grade of Staff Sergeant. The biggest group of 5-skill level airmen (67) are performing in the General CATM Cluster (see Table 27). Representative tasks for these incumbents are shown on Table 29. Examples of these tasks include clearing, cleaning, and function checking M16 series rifles, and conducting M16 series rifle classroom training. Since the ANG has no 3-skill level authorizations, a 3- to 5-skill level comparison is not possible.

DAFSC 3P171. Members of this group have predominate grades of Technical Sergeant (53 percent) and Master Sergeant (36 percent). And like their AFRES 7-skill level counterparts, the majority (61 percent) of this group's time is spent on technical tasks in duties E, G, K, and L, while only 15 percent of time is involved with supervisory functions (see Table 28). Representative tasks performed by 7-skill level personnel are listed in Table 30. Examples of technical tasks performed by AFRES 7-skill level personnel include: field stripping M16 series rifles, firing M16 series rifles for qualification or to maintain proficiency, and brief range safety rules.

Tasks which best distinguish the difference between 5- and 7-skill level members are listed in Table 31. A higher percentage of 7-skill level members perform those typical supervisory tasks, reflecting the first-line supervisory role of these personnel. Examples of tasks with the greatest difference in members performing include: assigning personnel to work areas or duty positions, evaluate personnel for promotion, demotion, reclassification, or special awards, and supervise military personnel. However, as Table 30 indicates, a high percentage of 7-skill level personnel are performing technical tasks right along with 5-skill level ANG members. For this reason, ANG career ladder progression is atypical, as it was for their AFRES counterparts.

TRAINING ANALYSIS

Occupational survey data are sources of information which can be used to assist in the development of relevant training programs for entry-level personnel. Factors used to evaluate entry-level Combat Arms training include jobs being performed by first-enlistment personnel, overall distribution of first-enlistment personnel across career ladder jobs, percent first-job (1-24 month TAFMS) and first-enlistment (1-48 months TAFMS) members spend performing specific tasks or using specific equipment items, ratings of how much TE tasks should receive in formal training, and ratings of relative TD.

TABLE 29
REPRESENTATIVE TASKS PERFORMED
BY AFSC 3P151 ANG PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=80)
G292 Clear M16 series rifles	99
G276 Clean M16 series rifles	96
L508 Conduct M16 series rifle classroom training	95
E200 Function check M16 series rifles	94
E216 Inspect M16 series rifles	94
L509 Conduct M16 series rifle live-fire training	93
K462 Instruct courses of fire	93
E184 Field strip M16 series rifles	93
G338 Lubricate M16 series rifles	93
K464 Instruct range safety rules	91
K441 Brief range safety rules	90
K465 Instruct range weapons or ammunition handling procedures	89
L530 Conduct semiautomatic pistol classroom training	89
L531 Conduct semiautomatic pistol live-fire training	89
B104 Fire M16 series rifles for qualification or to maintain proficiency	89
K482 Score targets	88
L510 Conduct M16 series rifle preventive maintenance training	88
K463 Instruct range commands	88
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	86
G300 Clear semiautomatic pistols	85
L532 Conduct semiautomatic pistol preventive maintenance training	85
E225 Inspect semiautomatic pistols	85
G285 Clean semiautomatic pistols	85

TABLE 30

REPRESENTATIVE TASKS PERFORMED
BY AFSC 3P171 ANG PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=98)
E184 Field strip M16 series rifles	99
B104 Fire M16 series rifles for qualification or to maintain proficiency	98
K441 Brief range safety rules	97
E200 Function check M16 series rifles	97
L509 Conduct M16 series rifle live-fire training	96
E216 Inspect M16 series rifles	96
L508 Conduct M16 series rifle classroom training	94
K464 Instruct range safety rules	94
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	94
K462 Instruct courses of fire	94
G292 Clear M16 series rifles	94
L531 Conduct semiautomatic pistol live-fire training	93
L510 Conduct M16 series rifle preventive maintenance training	92
K463 Instruct range commands	92
G276 Clean M16 series rifles	92
G338 Lubricate M16 series rifles	92
K465 Instruct range weapons or ammunition handling procedures	91
G359 Remove or replace parts on M16 series rifles	91
K482 Score targets	89
L530 Conduct semiautomatic pistol classroom training	89
E192 Field strip semiautomatic pistols	89
L532 Conduct semiautomatic pistol preventive maintenance training	89
K444 Conduct range cleanups	89

TABLE 31

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 3P151 AND 3P171 ANG PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 3P151 (N=80)	DAFSC 3P171 (N=98)	DIFFERENCE
A2 Assign personnel to work areas or duty positions	18	69	-52
A49 Evaluate personnel for promotion, demotion, reclassification, or special awards	5	55	-50
A76 Supervise military personnel	25	73	-48
A48 Evaluate personnel for compliance with performance standards	19	65	-47
A21 Develop munitions forecasts	15	61	-46
B98 Evaluate training methods or techniques of instructors	14	59	-45

First-Enlistment Personnel

AFSC 3P1X1

In this study, there are 173 3P1X1 members in their first enlistment (1-48 TAFMS), representing 20 percent of the survey sample. Table 32 shows the relative percent of time spent across duties by first enlistment 3P1X1 members. The majority (57 percent) of their time is being spent performing tasks related to general CATM functions, comprising duties G, K, and L. Representative tasks performed by members in this group are listed in Table 33. Examples include: maintenance and training on the M16 series rifles, semiautomatic pistols, M60 machine guns, and grenade launchers.

AFSC 3P1X1A

The 7 members in the 1-48 months TAFMS for AFSC 3P1X1A, Gunsmith, represent 70 percent of all surveyed AFSC 3P1X1A personnel. Table 34 shows these first-enlistment personnel spend approximately 63 percent of their time performing tasks related to performing serviceability inspections and maintaining weapons, duties E and G. When compared to their 3P1X1 counterparts, they spend very little time on duties K and L, controlling and operating firing ranges and instructing and evaluating ground weapons skills. Representative tasks performed by first-enlistment AFSC 3P1X1A personnel are displayed in Table 35. Examples of these tasks include maintaining the M16 series rifle, semiautomatic pistols, and M60 machine guns. Tasks involving applying touch-up bluing to weapons and blasting metal surfaces of weapons are not accomplished by 3P1X1 first-enlistment members.

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary task factors that can help training development personnel decide which tasks to emphasize for entry-level training. These ratings, based on the judgments of senior career ladder NCOs at operational units, provide training personnel with a rank-ordering of those tasks considered important for airmen with 1-48 months TAFMS training (TE) and a measure of the relative difficulty of those tasks (TD). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors (TE and TD), accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for new personnel. These decisions must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

TABLE 32

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY
FIRST-ENLISTMENT AFSC 3P131 PERSONNEL

DUTIES	PERCENT TIME SPENT
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5
B MANAGING WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION	7
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	4
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	7
E PERFORMING SERVICEABILITY INSPECTIONS	13
F INSPECTING AND MAINTAINING MATCH-GRADE WEAPONS	*
G MAINTAINING WEAPONS	23
H DESIGNING, FABRICATING, AND MODIFYING WEAPON PARTS, TOOLS, AND FIXTURES	*
I TESTING AND EVALUATING WEAPONS AND AMMUNITION	*
J CONTROLLING AND SAFEGUARDING WEAPONS AND AMMUNITION	6
K CONTROLLING AND OPERATING FIRING RANGE FACILITIES	18
L INSTRUCTING AND EVALUATING WEAPONS SKILLS	16

* Denotes less than 1%

TABLE 33

REPRESENTATIVE TASKS PERFORMED BY
FIRST-ENLISTMENT AFSC 3P1X1 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=173)
G292 Clear M16 series rifles	93
B104 Fire M16 series rifles for qualification or to maintain proficiency	93
E200 Function check M16 series rifles	90
E184 Field strip M16 series rifles	89
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	88
G276 Clean M16 series rifles	86
K482 Score targets	86
G338 Lubricate M16 series rifles	86
L508 Conduct M16 series rifle classroom training	85
E203 Function check M60 machine guns	85
L509 Conduct M16 series rifle live-fire training	84
G300 Clear semiautomatic pistols	84
K462 Instruct courses of fire	84
E187 Field strip M60 machine guns	84
B100 Fire grenade launchers for qualification or to maintain proficiency	84
K464 Instruct range safety rules	84
G295 Clear M60 machine guns	83
B106 Fire M60 machine guns for qualification or to maintain proficiency	83
K463 Instruct range commands	82
E216 Inspect M16 series rifles	82
K471 Operate range towers	82
L510 Conduct M16 series rifle preventive maintenance training	82
G307 Detail strip M16 series rifles	81
K441 Brief range safety rules	80
E181 Field strip grenade launchers	80

TABLE 34

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY
FIRST-ENLISTMENT AFSC 3P131A PERSONNEL

TASKS	PERCENT TIME SPENT
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
B MANAGING WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION	4
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	2
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2
E PERFORMING SERVICEABILITY INSPECTIONS	26
F INSPECTING AND MAINTAINING MATCH-GRADE WEAPONS	2
G MAINTAINING WEAPONS	43
H DESIGNING, FABRICATING, AND MODIFYING WEAPON PARTS, TOOLS, AND FIXTURES	6
I TESTING AND EVALUATING WEAPONS AND AMMUNITION	1
J CONTROLLING AND SAFEGUARDING WEAPONS AND AMMUNITION	4
K CONTROLLING AND OPERATING FIRING RANGE FACILITIES	6
L INSTRUCTING AND EVALUATING GROUND WEAPONS SKILLS	2

* Denotes less than 1%

TABLE 35

REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT
AFSC 3P1X1A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=7)
E184 Field strip M16 series rifles	100
E200 Function check M16 series rifles	100
G338 Lubricate M16 series rifles	100
G276 Clean M16 series rifles	100
E187 Field strip M60 machine guns	100
E203 Function check M60 machine guns	100
G341 Lubricate M60 machine guns	100
E208 Function check semiautomatic pistols	100
E192 Field strip semiautomatic pistols	100
G307 Detail strip M16 series rifles	86
E216 Inspect M16 series rifles	86
G255 Align or adjust parts on M16 series rifles	86
G292 Clear M16 series rifles	86
G310 Detail strip M60 machine guns	86
G323 Function fire M16 series rifles	86
E219 Inspect M60 machine guns	86
B104 Fire M16 series rifles for qualification or to maintain proficiency	86
G268 Apply touch-up bluing to weapons	86
E228 Tag weapons for serviceability or unserviceability	86
E181 Field strip grenade launchers	86
E196 Function check grenade launchers	86
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	86
G295 Clear M60 machine guns	86
G270 Blast metal surface of weapons	86
G346 Lubricate semiautomatic pistols	86

To assist training development personnel, AFOMS developed a computer program that uses these task factors and the percentage of first-enlistment personnel performing tasks to produce Automated Training Indicators (ATI). ATIs correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 1, AETCI 36-2601. ATIs allow training developers to quickly focus attention on those tasks which are most likely to qualify for resident course consideration.

Tasks having the highest TE ratings for AFSC 3P1X1/A personnel with 1-48 months TAFMS are listed in Table 36. Included for each task are the percentage of 1-24 months TAFMS performing the task, the percentage of 1-48 months TAFMS personnel performing the task, and the TD rating. As illustrated in Table 36, tasks with the highest TE ratings deal with conducting classroom and live-fire training, field stripping, function checking and inspecting weapons. These tasks are performed by high percentages of 1-24 months TAFMS and 1-48 months TAFMS personnel.

Table 37 lists the tasks having the highest TD ratings, and the percentages of 1-24 months, and 1-48 months TAFMS, and 5- and 7-skill level personnel performing. Three of the four tasks with the highest TD ratings involve conducting classroom and live-fire training.

Various lists of tasks, accompanied by TE and TD ratings, are contained in the TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.

Specialty Training Standard (STS) Analysis

A comprehensive review of STS 3P1X1/X1A was made by comparing survey data to STS elements. Technical school personnel from the 343d Training Squadron, Lackland AFB TX matched JI tasks to appropriate STS sections and subsections. A complete computer listing displaying the percent members performing tasks, TE and TD ratings for each task, where applicable, along with the STS matching, has been forwarded to the technical school for their further review of training documents. STS elements with performance objectives were reviewed for TE, TD, and percent members performing information, as stipulated in AETCI 36-2601, dated 5 July 1996. STS paragraphs containing general knowledge information, subject-matter knowledge requirements, or supervisory responsibilities were not reviewed. Typically, STS elements matched to tasks which have sufficiently high TE and TD ratings and are performed by at least 20 percent of personnel in appropriate experience of skill-level groups (such as first-enlistment (1-48) months TAFMS, and 5- and 7-skill level groups) should be considered for inclusion in the STS. Likewise, elements matched to tasks with less than 20 percent performing in all of these groups should be considered for deletion from the STS.

STS paragraphs containing performance information were reviewed. Of the 84 performance coded elements in the STS, all were found to be well supported by occupational survey data.

TABLE 36

AFSC 3P1X1/A TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS	TNG EMP	PERCENT MEMBERS PERFORMING		TSK DIF
		1-24 MOS	1-48 MOS	
L530 Conduct semiautomatic pistol classroom training	7.19	70	74	5.18
L508 Conduct M16 series rifle classroom training	7.19	89	85	5.21
L531 Conduct semiautomatic pistol live fire training	7.16	73	76	5.07
E192 Field strip semiautomatic pistols	7.16	78	79	4.11
E216 Inspect M16 series rifles	7.12	79	82	4.51
E208 Function check semiautomatic pistols	7.09	78	77	4.08
L532 Conduct semiautomatic pistol preventive maintenance training	7.07	70	75	4.66
L509 Conduct M16 series rifle live-fire training	7.05	88	84	5.01
E184 Field strip M16 series rifles	7.02	91	89	3.98
E200 Function check M16 series rifles	6.95	90	90	3.95
L510 Conduct M16 series rifle preventive maintenance training	6.88	85	82	4.76
E187 Field strip M60 machine guns	6.86	84	84	4.88
E209 Function check shotguns	6.86	62	66	3.89
E219 Inspect M60 machine guns	6.84	66	74	5.34
G359 Remove or replace parts on M16 series rifles	6.81	75	78	4.80
G367 Remove or replace parts on semiautomatic pistols	6.81	66	71	5.31

TE MEAN=2.87; S.D.=1.93 (HIGH=4.8)

TD MEAN=5.00; S.D.=1.00 (HIGH=6.00)

TABLE 37

AFSC 3P1X1/A TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS	TSK DIF	PERCENT MEMBERS PERFORMING				TNG EMP
		1-24 MOS	1-48 MOS	5- LVL	7- LVL	
L514 Conduct M60 machine gun classroom training	6.03	58	66	76	61	6.47
L527 Conduct SAW classroom training	6.01	19	24	39	33	6.19
L517 Conduct night fire training	5.97	48	55	59	58	5.23
G315 Detail strip semiautomatic pistols	5.96	68	71	71	70	6.77
G314 Detail strip SAWs	5.95	37	34	41	43	6.44
G310 Detail strip M60 machine guns	5.86	68	71	75	75	6.60
L515 Conduct M60 machine gun live-fire training	5.82	67	72	80	66	6.47
L528 Conduct SAW live fire training	5.70	22	25	39	36	6.16
L520 Conduct range card training	5.68	34	44	66	50	5.86
L519 Conduct NVD live-fire training	5.62	36	33	37	31	4.26
L518 Conduct NVD classroom training	5.57	35	34	39	32	4.07
G305 Detail strip grenade launchers	5.56	62	59	62	57	5.72
L540 Conduct techniques of fire-fire training	5.50	37	38	49	41	4.47
G258 Align or adjust parts on M60 machine guns	5.45	57	61	68	66	6.00
L541 Develop training materials or aids	5.45	38	42	48	54	4.21
G362 Remove or replace parts on M60 machine guns	5.44	57	67	76	73	6.74

TD MEAN=5.00- S.D.=1.00- HIGH=6.00

TE MEAN=2.87--S.D.=1.93--HIGH=4.8

Plan of Instruction (POI) Analysis

JI tasks were matched to related training objectives in the POI entry level course with assistance from 343 Training Squadron SMEs. The method employed was similar to that of the STS percent members performing data for first-job (1-24 months TAFMS) personnel, first-enlistment (1-48 months TAFMS) personnel, and TE and TD ratings.

POI blocks, units of instruction, and learning objectives were compared to the standard set forth in AETCI 36-2601, dated 5 July 1996 (30 percent or more of the first-enlistment group performing tasks trained, along with sufficiently high TE and TD ratings on those tasks). By this guidance, tasks trained in the course which do not meet these criteria should be considered for elimination from the formal course, if not justified on some other acceptable basis.

POI paragraphs containing performance information were reviewed. Of the 32 performance coded elements in the POI, all were found to be well supported by occupational survey data.

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of factors that may affect the job performance of career ladder airmen. Therefore, the survey booklet included attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions. The responses of the current survey sample were analyzed by making several comparisons: (1) among TAFMS groups of the AFSC 3P1X1/A career ladders and a comparative sample of personnel from other Direct Support AFSCs surveyed in 1995, and (2) between current and previous survey TAFMS groups, and (3) across specialty groups identified in the **SPECIALTY JOBS** section of the report.

AFSC 3P1X1

Table 38 compares active duty first-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data to corresponding enlistment groups from other Direct Support AFSCs surveyed in 1995. These data give a relative measure of how the job satisfaction of AFSC 3P1X1 personnel compares with similar Air Force specialties. Combat Arms Maintenance and Training personnel reported generally the same job satisfaction figures as those members of the comparative sample. The first-enlistment group rated their expressed job interest, perceived use of talents and training, and sense of accomplishment higher than their counterparts in this category. Reenlistment intentions for the

TABLE 38

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 3P1X1 TAFMS GROUPS IN
CURRENT STUDY TO A COMPARATIVE SAMPLE (PERCENT MEMBERS RESPONDING)
(ACTIVE DUTY)

	1-48 MONTHS		49-96 MONTHS T1CF		97+ MONTHS	
	3P1X1 (N=173)	COMP SAMPLE (N=5,049)	3P1X1 (N=85)	COMP SAMPLE (N=3,150)	3P1X1 (N=263)	COMP SAMPLE (N=6,337)
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	75	58	78	65	80	73
SO-SO	16	22	14	19	13	17
DULL	9	20	8	16	7	10
<u>PERCEIVED USE OF TALENTS</u>						
FAIRLY WELL TO PERFECT	82	64	85	74	88	79
NONE TO VERY LITTLE	18	36	15	26	12	21
<u>PERCEIVED USE OF TRAINING</u>						
FAIRLY WELL TO PERFECT	91	77	91	72	87	72
NONE TO VERY LITTLE	9	13	9	28	13	28
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>						
SATISFIED	76	57	75	73	78	73
NEUTRAL	9	42	9	26	9	17
DISSATISFIED	15	1	15	1	13	10
<u>REENLISTMENT INTENTIONS</u>						
YES OR PROBABLY YES	60	62	67	67	74	72
NO OR PROBABLY NO	40	16	33	12	7	10
WILL RETIRE	0	22	0	21	19	18

Comparative data are from the Direct Support AFSCs surveyed in 1995

first-enlistment group is slightly lower than the comparative sample. Second-enlistment and career group members also rated job interest, perceived use of talents and training, and sense of accomplishment higher than their counterparts in the comparative sample. Reenlistment intentions for the second-enlistment group is the same as the comparative sample, while the career group indicated slightly higher rates. The percentages of positive responses in these comparisons reflect a career ladder where personnel appear to be satisfied with their jobs.

An indication of changes in job satisfaction perceptions within the career ladder is provided in Table 39, which presents TAFMS group data for 1997 survey respondents, and data from respondents in the last OSR of the career ladder in 1991 (753X0). In the 1991 survey, personnel assigned to Lackland AFB were reported separately from the other members of the survey sample. Generally, with the exception of reenlistment intentions of first-enlistment personnel in the 1997 survey, perceptions of job interest and perceived use of training and talents when compared to the Lackland group have increased for all three TAFMS groups. When comparing the 1997 survey results against the Other group from the 1991 survey, first-enlistment personnel indications are lower than their counterparts in all four categories. Second-enlistment group members expressed about the same perceptions as those in the Other group in the 1991 survey, with the exception of reenlistment intentions, which are lower. Reenlistment intentions for the 1997 career group members are the same as their counterparts, however, their perception of job interest, and perceived use of talents and training have decreased slightly from those in the 1991 Other group.

AFSC 3P1X1A Gunsmith personnel were not surveyed along with the Combat Arms Maintenance and Training AFSC in 1991, hence there is no comparative data.

In addition, AD job satisfaction data for identified job groups and clusters are provided at Table 40. Members across the identified cluster and jobs provided varied responses to the job satisfaction questions in the survey. CATM personnel performing in the Armorer Job indicated relatively low satisfaction for job interest, with average responses to perceived use of talents and training, sense of accomplishment, and reenlistment intentions. Above average responses were indicated by members in the M60 Machine Gunner Course Instructor Job, while the three members in the ANG/AFRES CATM Job find their job so-so. Of the three individuals in the ANG/AFRES CATM Job, two found their perceived use of talents to be above average and all indicated their perceived use of training is highly satisfactory. However, their sense of accomplishment and reenlistment intentions are low. For the remaining cluster and jobs, only the personnel in the Gunsmith Job did not indicate high job satisfaction. A reason for this could be that only 7 of the 16 members of this job indicate holding the 3P1X1A Gunsmith AFSC. The remaining nine personnel have AFSC 3P1X1, CATM, and seem to be performing out of their AFSC. It should be noted that the personnel performing in the Equipment Management Job find that their perceived use of training is very low, probably because little training, if any, is provided for personnel outside of the Supply AFSC for managing equipment.

TABLE 39

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 3PIX1 TAFMS GROUPS IN
CURRENT STUDY TO 1991 AFSC 753X0 STUDY (PERCENT MEMBERS RESPONDING)
(ACTIVE DUTY)

	1-48 MONTHS TAFMS			49-96 MONTHS TAFMS			97+ MONTHS TAFMS		
	1997 (N=173)	1991 LACKLAND (N=37)	1991 OTHER (N=117)	1997 (N=85)	1991 LACKLAND (N=38)	1991 OTHER (N=103)	1997 (N=263)	1991 LACKLAND (N=60)	1991 OTHER (N=234)
<u>EXPRESSED JOB INTEREST</u>									
INTERESTING	75	68	86	78	61	75	80	62	82
SO-SO	16	22	10	14	21	15	13	17	12
DULL	9	10	4	8	18	10	7	20	6
<u>PERCEIVED USE OF TALENTS</u>									
FAIRLY WELL TO GOOD	82	73	91	85	68	86	88	67	89
LITTLE OR NOT AT ALL	18	27	9	15	32	14	12	33	11
<u>PERCEIVED USE OF TRAINING</u>									
FAIRLY WELL TO GOOD	91	73	95	91	61	89	87	67	92
LITTLE OR NOT AT ALL	9	27	5	9	39	11	13	33	8
<u>REENLISTMENT INTENTIONS</u>									
WILL REENLIST	60	89	68	67	84	80	74	65	74
WILL NOT REENLIST	40	11	32	33	16	19	7	7	7
WILL RETIRE	0	0	0	0	0	1	19	28	18

TABLE 40

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS AND CLUSTERS (PERCENT MEMBERS RESPONDING)
(ACTIVE DUTY)

	ARMORER JOB (N=8)	M60 MACH GUN CRS/INST JOB (N=9)	ANG/ AFRES CATM JOB (N=3)	GENERAL CATM CLUSTER (N=392)	DESERT WARFARE TNG CENTER JOB (N=16)
<u>EXPRESSED JOB INTEREST</u>					
INTERESTING	38	89	0	78	81
SO-SO	50	0	100	14	13
DULL	13	11	0	8	6
<u>PERCEIVED USE OF TALENTS</u>					
FAIRLY WELL TO PERFECT	63	89	67	86	94
NONE TO VERY LITTLE	37	11	33	14	6
<u>PERCEIVED USE OF TRAINING</u>					
FAIRLY WELL TO PERFECT	50	88	100	94	94
NONE TO VERY LITTLE	50	12	0	6	6
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>					
SATISFIED	63	67	33	77	81
NEUTRAL	13	11	0	9	0
DISSATISFIED	24	22	67	14	19
<u>REENLISTMENT INTENTIONS</u>					
YES OR PROBABLY YES	50	78	33	69	63
NO OR PROBABLY NO	50	22	67	21	37
WILL RETIRE		0	0	10	0

TABLE 40 (CONTINUED)

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS AND CLUSTERS (PERCENT MEMBERS RESPONDING)
(ACTIVE DUTY)

	CREW SERVED WEAPONS TNG/MANT JOB (N=18)	GUNSMITH JOB (N=16)	SUPT JOB (N=27)	EQUIP- MGT JOB (N=8)	HQs LEVEL JOB (N=12)
<u>EXPRESSED JOB INTEREST</u>					
INTERESTING	94	50	85	88	92
SO-SO	0	25	11	12	
DULL	6	25	4	0	8
<u>PERCEIVED USE OF TALENTS</u>					
FAIRLY WELL TO PERFECT	89	69	100	51	92
NONE TO VERY LITTLE	11	31	0	49	8
<u>PERCEIVED USE OF TRAINING</u>					
FAIRLY WELL TO PERFECT	89	82	70	13	84
NONE TO VERY LITTLE	11	18	30	87	16
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>					
SATISFIED	89	56	78	63	92
NEUTRAL	6	13	15	25	0
DISSATISFIED	6	31	7	12	8
<u>REENLISTMENT INTENTIONS</u>					
YES OR PROBABLY YES	78	50	71	75	67
NO OR PROBABLY NO	17	50	7	25	8
WILL RETIRE	5	0	22	0	25

AFRES AND ANG JOB SATISFACTION

Only job satisfaction indications across job groups and clusters could be accomplished for both AFRES and ANG members of the survey sample (see Tables 41 and 42), because of lack of TAFMS data. Responses to job interest, perceived use of talents and training, and sense of accomplishment are average to high for both AFRES and ANG personnel. The majority of AFRES and ANG members seem to be satisfied with their jobs.

IMPLICATIONS

As explained in the **INTRODUCTION**, this survey was conducted primarily to ensure current data for use in evaluating the effectiveness of training within the Combat Arms Training and Maintenance/Gunsmith career ladder. Data compiled from this survey support the career structure of the AFSC. Specialty Job Analysis indicates no big changes have occurred in AFSC 3P1X1 over the past 5 years.

Skill-level analysis revealed a normal career progression pattern for both AFSCs for those AD members of the survey sample. AFRES and ANG members follow an atypical career progression pattern in that they remain highly technical up to and including the 7-skill level. The pure supervisor for AFRES and ANG rests with 9-skill level personnel.

STS analysis revealed truly outstanding documents. All proficiency codes elements in the AFSC 3P1X1/X1A STS were fully supported by the career field. The POI that was analyzed revealed the same results as with the STS. All proficiency coded learning objects were fully supported by survey data.

No serious job satisfaction problems appear to exist within the AFSC 3P1X1/A career ladder. For the most part, respondents appear satisfied with their jobs. This holds true for AD, AFRES and ANG members.

TABLE 41

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS AND CLUSTERS (PERCENT MEMBERS RESPONDING)
(AFRES)

	ANG/ AFRES CATM JOB (N=11)	GENERAL CATM CLUSTER (N=120)	SUPT JOB (N=8)	HQ LEVEL JOB (N=1)
<u>EXPRESSED JOB INTEREST</u>				
INTERESTING	91	93	100	100
SO-SO	0	6	0	0
DULL	9	1	0	0
<u>PERCEIVED USE OF TALENTS</u>				
FAIRLY WELL TO PERFECT	82	94	88	100
NONE TO VERY LITTLE	18	6	12	0
<u>PERCEIVED USE OF TRAINING</u>				
FAIRLY WELL TO PERFECT	91	99	88	100
NONE TO VERY LITTLE	9	1	12	0
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>				
SATISFIED	91	83	88	100
NEUTRAL	0	4	0	0
DISSATISFIED	9	13	12	0

TABLE 42

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS AND CLUSTERS (PERCENT MEMBERS RESPONDING)
(ANG)

	ANG/ AFRES CATM JOB (N=12)	GENERAL CATM CLUSTER (N=155)	SUPT JOB (N=4)
<u>EXPRESSED JOB INTEREST</u>			
INTERESTING	92	92	100
SO-SO	8	8	0
DULL	0	0	0
<u>PERCEIVED USE OF TALENTS</u>			
FAIRLY WELL TO PERFECT	100	97	100
NONE TO VERY LITTLE	0	3	0
<u>PERCEIVED USE OF TRAINING</u>			
FAIRLY WELL TO PERFECT	92	95	100
NONE TO VERY LITTLE	8	5	0
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>			
SATISFIED	67	87	100
NEUTRAL	8	7	0
DISSATISFIED	25	6	0

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS

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TABLE A1

ARMORER JOB
(STG076)
(ACTIVE DUTY)

TASKS	PERCENT MEMBERS PERFORMING (N=8)
J430 Inventory weapons	100
J432 Issue weapons	88
J431 Issue ammunition	88
G292 Clear M16 series rifles	88
C151 Maintain weapons inventory forms	88
J434 Maintain control of keys for storage facilities	88
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	88
J440 Safeguard ammunition, ammunition residues, or weapons	75
G300 Clear semiautomatic pistols	75
J433 Maintain communication with security police during opening or closing of storage facilities	75
A63 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	75
J437 Perform alarm systems tests	63
G338 Lubricate M16 series rifles	63
J426 Inspect fired cartridge cases for live rounds	63
G276 Clean M16 series rifles	63
G301 Clear shotguns	63
B104 Fire M16 series rifles for qualification or to maintain proficiency	63
G295 Clear M60 machine guns	50
A76 Supervise military personnel	50
C120 Annotate security forms for facilities or security containers	50
C138 Maintain ammunition files or records	38
E228 Tag weapons for serviceability or unserviceability	38
J438 Perform ammunition weapons storage facility entry control procedures	38
C148 Maintain weapon storage requirements	38
J436 Pack weapons for shipment or storage	38

TABLE A2

M60 MACHINE GUNNER COURSE INSTRUCTOR JOB
(STG077)
(ACTIVE DUTY)

TASKS	PERCENT MEMBERS PERFORMING (N=9)
L515 Conduct M60 machine gun live-fire training	100
G341 Lubricate M60 machine guns	100
B106 Fire M60 machine guns for qualification or to maintain proficiency	100
G310 Detail strip M60 machine guns	100
L514 Conduct M60 machine gun classroom training	89
E203 Function check M60 machine guns	89
E219 Inspect M60 machine guns	89
G279 Clean M60 machine guns	89
E187 Field strip M60 machine guns	78
G295 Clear M60 machine guns	78
B114 Personalize lesson plans	78
K444 Conduct range cleanups	78
K462 Instruct courses of fire	78
L548 Prepare classrooms for instruction	78
L516 Conduct M60 machine gun preventive maintenance training	67
L518 Conduct NVD classroom training	67
L543 Evaluate student proficiency on clearing weapon stoppages	67
B104 Fire M16 series rifles for qualification or to maintain proficiency	67
K465 Instruct range weapons or ammunition handling procedures	67
L547 Operate training aids	67
L520 Conduct range card training	56
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	56
L519 Conduct NVD live-fire training	56
A63 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	56
L544 Evaluate weapons live-fire training	56

TABLE A3
ANG/AFRES CATM JOB
(ACTIVE DUTY)
(STG078)

TASKS	PERCENT MEMBERS PERFORMING (N=3)	
L508	Conduct M16 series rifle classroom training	100
K464	Instruct range safety rules	100
K465	Instruct range weapons or ammunition handling procedures	100
K460	Install or remove targets	100
K462	Instruct courses of fire	100
K447	Construct target frames	100
B100	Fire grenade launchers for qualification or to maintain proficiency	100
L509	Conduct M16 series rifle live-fire training	67
L510	Conduct M16 series rifle preventive maintenance training	67
K461	Install target systems	67
K442	Collect ammunition residue	67
K463	Instruct range commands	67
K457	Inspect barrels for obstructions	67
K441	Brief range safety rules	67
K444	Conduct range cleanups	67
K459	Inspect range equipment	67
L516	Conduct M60 machine gun preventive maintenance training	67
L515	Conduct M60 machine gun live-fire training	67
K446	Construct barricades	67
E228	Tag weapons for serviceability or unserviceability	67
B104	Fire M16 series rifles for qualification or to maintain proficiency	67
G292	Clear M16 series rifles	67
E184	Field strip M16 series rifles	67
B106	Fire M60 machine guns for qualification or to maintain proficiency	67
G272	Clean grenade launchers	67

TABLE A4
GENERAL CATM CLUSTER
(STG058)
(ACTIVE DUTY)

TASKS	PERCENT MEMBERS PERFORMING (N=392)
G292 Clear M16 series rifles	99
K464 Instruct range safety rules	97
E200 Function check M16 series rifles	97
B104 Fire M16 series rifles for qualification or to maintain proficiency	97
K482 Score targets	97
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	97
K462 Instruct courses of fire	96
E184 Field strip M16 series rifles	96
E203 Function check M60 machine guns	96
L509 Conduct M16 series rifle live-fire training	96
G300 Clear semiautomatic pistols	96
L531 Conduct semiautomatic pistol live-fire training	96
G276 Clean M16 series rifles	96
K463 Instruct range commands	95
B106 Fire M60 machine guns for qualification or to maintain proficiency	95
L508 Conduct M16 series rifle classroom training	95
E187 Field strip M60 machine guns	95
K441 Brief range safety rules	95
G295 Clear M60 machine guns	94
K465 Instruct range weapons or ammunition handling procedures	94
E216 Inspect M16 series rifles	94
L510 Conduct M16 series rifle preventive maintenance training	93
L530 Conduct semiautomatic pistol classroom training	93
G338 Lubricate M16 series rifles	93
B100 Fire grenade launchers for qualification or to maintain proficiency	93

TABLE A5
DESERT WARFARE TRAINING CENTER JOB
(STG074
(ACTIVE DUTY)

TASKS	PERCENT MEMBERS PERFORMING (N=16)
G292 Clear M16 series rifles	100
G359 Remove or replace parts on M16 series rifles	100
E200 Function check M16 series rifles	100
G255 Align or adjust parts on M16 series rifles	94
G276 Clean M16 series rifles	94
K482 Score targets	94
G338 Lubricate M16 series rifles	94
K471 Operate range towers	94
E196 Function check grenade launchers	94
B100 Fire grenade launchers for qualification or to maintain proficiency	94
L499 Conduct LAW live-fire training	88
K462 Instruct courses of fire	88
K444 Conduct range cleanups	88
K460 Install or remove targets	88
G272 Clean grenade launchers	88
E197 Function check LAW 35mm subcaliber devices	88
G288 Clear grenade launchers	88
E181 Field strip grenade launchers	88
B104 Fire M16 series rifles for qualification or to maintain proficiency	88
B101 Fire light antitank weapons (LAWs) or subcaliber devices for qualification or to maintain proficiency	88
L498 Conduct LAW classroom training	81
K459 Inspect range equipment	81
K473 Perform grounds maintenance	81
K464 Instruct range safety rules	81
E220 Inspect night vision devices (NVDs)	75

TABLE A6
CREW SERVED WEAPONS
MAINTENANCE AND TRAINING JOB
(STG054)
(ACTIVE DUTY)

TASKS	PERCENT MEMBERS PERFORMING (N=18)	
B105	Fire M2 machine guns for qualification or to maintain proficiency	100
B102	Fire MK 19 machine guns for qualification or to maintain proficiency	100
E198	Function check MK 19 machine guns	100
G336	Lubricate MK 19 machine guns	100
L506	Conduct mortar live-fire training	100
G294	Clear M2 machine guns	100
L505	Conduct mortar classroom training	100
G340	Lubricate M2 machine guns	100
L504	Conduct MK 19 machine gun preventive maintenance training	100
L503	Conduct MK 19 machine gun live-fire training	100
G337	Lubricate mortars	100
E186	Field strip M2 machine guns	100
L502	Conduct MK 19 machine gun classroom training	100
L511	Conduct M2 machine gun classroom training	100
L513	Conduct M2 machine gun preventive maintenance training	100
L512	Conduct M2 machine gun live-fire training	100
G290	Clear MK 19 machine guns	100
G291	Clear mortars	100
B114	Personalize lesson plans	100
E183	Field strip mortars	94
E182	Field strip MK 19 machine guns	94
B103	Fire mortars for qualification or to maintain proficiency	94
E199	Function check mortars	94
E214	Inspect MK 19 machine guns	94
E215	Inspect mortars	94

TABLE A7
GUNSMITH JOB
(STG044
(ACTIVE DUTY)

TASKS	PERCENT MEMBERS PERFORMING (N=16)
E184 Field strip M16 series rifles	100
E216 Inspect M16 series rifles	100
E219 Inspect M60 machine guns	100
E200 Function check M16 series rifles	100
E187 Field strip M60 machine guns	100
E203 Function check M60 machine guns	100
E181 Field strip grenade launchers	100
E196 Function check grenade launchers	100
E228 Tag weapons for serviceability or unserviceability	94
E192 Field strip semiautomatic pistols	94
G292 Clear M16 series rifles	94
E208 Function check semiautomatic pistols	94
G338 Lubricate M16 series rifles	94
G307 Detail strip M16 series rifles	88
J430 Inventory weapons	88
G310 Detail strip M60 machine guns	88
G341 Lubricate M60 machine guns	88
G295 Clear M60 machine guns	88
J437 Perform alarm systems tests	88
G255 Align or adjust parts on M16 series rifles	81
G359 Remove or replace parts on M16 series rifles	81
G362 Remove or replace parts on M60 machine guns	81
E225 Inspect semiautomatic pistols	81
E212 Inspect grenade launchers	81
G300 Clear semiautomatic pistols	81

TABLE A8

SUPERINTENDENT JOB
(STG027
(ACTIVE DUTY)

TASKS	PERCENT MEMBERS PERFORMING (N=27)
A15 Counsel subordinates concerning personal matters	100
A76 Supervise military personnel	96
A80 Write recommendations for awards or decorations	96
A10 Conduct supervisory performance feedback sessions	93
A18 Determine or establish work assignments or priorities	93
A5 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	93
A36 Establish performance standards for subordinates	93
A48 Evaluate personnel for compliance with performance standards	93
A79 Write performance reports or supervisory appraisals	89
A22 Develop or establish work methods or procedures	89
A7 Conduct self-inspections or self-assessments	89
A60 Inspect personnel for compliance with military standards	89
A9 Conduct supervisory orientations for newly assigned personnel	89
A63 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	85
A55 Evaluate workload requirements	85
A69 Plan or schedule work assignments or priorities	85
A49 Evaluate personnel for promotion, demotion, reclassification, or special awards	85
A54 Evaluate work schedules	85
A23 Develop or establish work schedules	81
A61 Interpret policies, directives, or procedures for subordinates	81
A27 Direct administrative functions	78
A2 Assign personnel to work areas or duty positions	78
A56 Indorse performance reports or supervisory appraisals	78
B98 Evaluate training methods or techniques of instructors	78
B88 Conduct OJT	74

TABLE A9
EQUIPMENT MANAGEMENT JOB
(STG024)
(ACTIVE DUTY)

TASKS	PERCENT MEMBERS PERFORMING (N=8)
D179 Store equipment, tools, parts, or supplies	100
D174 Maintain documentation on items requiring periodic inspections	88
D172 Issue or log turn-ins of equipment, tools, parts, or supplies, other than weapons or ammunition	88
D163 Coordinate maintenance of equipment with appropriate agencies	88
D178 Pick up or deliver equipment, tools, parts, or supplies	88
D167 Identify and report equipment or supply problems	88
D171 Inventory equipment, tools, parts, or supplies, other than weapons or ammunition	75
D166 Evaluate serviceability of equipment, tools, parts, or supplies	75
C137 Maintain administrative files	63
A16 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	63
A6 Conduct safety inspections of equipment or facilities, other than ranges	63
D170 Initiate requisitions for equipment, tools, parts, or supplies	63
A37 Establish procedures for accountability of equipment, tools, parts, or supplies	63
D169 Initiate letters of justification for supply-related matters	63
A7 Conduct self-inspections or self-assessments	63
D164 Coordinate supply-related matters with appropriate agencies	50
A63 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	50
A22 Develop or establish work methods or procedures	50
A46 Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	38
D175 Maintain organizational equipment or supply records, such as custodian authorization/custody receipt listings (CA/CRLs)	38

TABLE A10
HEADQUARTERS LEVEL JOB
(STG028)
(ACTIVE DUTY)

TASKS	PERCENT MEMBERS PERFORMING (N=28)
A63 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	100
A72 Review drafts of regulations, manuals, or other directives	83
A32 Draft supplements or changes to directives, such as regulations, manuals, or indexes	83
A40 Evaluate inspection report findings or inspection procedures	83
A5 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	83
A29 Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops	83
A17 Determine or establish publication requirements	83
A43 Evaluate job-related suggestions	75
A64 Plan briefings, conferences, or workshops	75
A8 Conduct staff assistance visits, inspections, or audits	75
A45 Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	75
A61 Interpret policies, directives, or procedures for subordinates	58
B96 Evaluate effectiveness of training programs, plans, or procedures	58
A21 Develop munitions forecasts	58
A22 Develop or establish work methods or procedures	58
C123 Coordinate obtaining TDY orders with appropriate agencies	58
A34 Establish administrative files, such as correspondence files or classified files	58
A77 Write inspection reports	58
A51 Evaluate ranges for adequacy of mission support	58
A81 Write replies to inspection reports	58
A18 Determine or establish work assignments or priorities	58
C137 Maintain administrative files	50
C155 Research ammunition stock numbers	50
C143 Maintain publication libraries, other than technical order libraries	50

TABLE A11

ANG/AFRES CATM JOB
(STG030)
(AFRES)

TASKS	PERCENT MEMBERS PERFORMING (N=11)
L509 Conduct M16 series rifle live-fire training	100
L508 Conduct M16 series rifle classroom training	91
K464 Instruct range safety rules	91
K463 Instruct range commands	91
K465 Instruct range weapons or ammunition handling procedures	91
G292 Clear M16 series rifles	91
K441 Brief range safety rules	91
L530 Conduct semiautomatic pistol classroom training	82
L532 Conduct semiautomatic pistol preventive maintenance training	82
L531 Conduct semiautomatic pistol live-fire training	82
K470 Operate firearms training simulators	82
B104 Fire M16 series rifles for qualification or to maintain proficiency	82
E216 Inspect M16 series rifles	82
L510 Conduct M16 series rifle preventive maintenance training	73
K462 Instruct courses of fire	73
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	73
K471 Operate range towers	73
E200 Function check M16 series rifles	64
E184 Field strip M16 series rifles	64
K444 Conduct range cleanups	64
E225 Inspect semiautomatic pistols	64
B114 Personalize lesson plans	64
G338 Lubricate M16 series rifles	55
G276 Clean M16 series rifles	45
E208 Function check semiautomatic pistols	45

TABLE A12
GENERAL CATM CLUSTER
(STG058)
(AFRES)

TASKS	PERCENT MEMBERS PERFORMING (N=120)
E200 Function check M16 series rifles	99
G292 Clear M16 series rifles	97
K464 Instruct range safety rules	95
E184 Field strip M16 series rifles	95
L508 Conduct M16 series rifle classroom training	95
K462 Instruct courses of fire	94
K463 Instruct range commands	94
L509 Conduct M16 series rifle live-fire training	94
L510 Conduct M16 series rifle preventive maintenance training	94
E192 Field strip semiautomatic pistols	94
K441 Brief range safety rules	93
E216 Inspect M16 series rifles	93
E187 Field strip M60 machine guns	93
K444 Conduct range cleanups	93
B104 Fire M16 series rifles for qualification or to maintain proficiency	93
G276 Clean M16 series rifles	93
G338 Lubricate M16 series rifles	93
L531 Conduct semiautomatic pistol live-fire training	92
K465 Instruct range weapons or ammunition handling procedures	91
K482 Score targets	91
G285 Clean semiautomatic pistols	91
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	91
E203 Function check M60 machine guns	91
G300 Clear semiautomatic pistols	89
L530 Conduct semiautomatic pistol classroom training	89

TABLE A13

SUPERINTENDENT JOB
(STG027)
(AFRES)

TASKS	PERCENT MEMBERS PERFORMING (N=8)
A76 Supervise military personnel	100
A49 Evaluate personnel for promotion, demotion, reclassification, or special awards	100
A54 Evaluate work schedules	100
A18 Determine or establish work assignments or priorities	100
A7 Conduct self-inspections or self-assessments	100
A80 Write recommendations for awards or decorations	100
A15 Counsel subordinates concerning personal matters	100
B84 Brief organizational personnel concerning training programs or matters	88
A55 Evaluate workload requirements	88
A48 Evaluate personnel for compliance with performance standards	88
A22 Develop or establish work methods or procedures	88
A9 Conduct supervisory orientations for newly assigned personnel	88
B115 Plan or schedule training	88
B97 Evaluate personnel to determine training needs	88
A57 Initiate actions required due to substandard performance of personnel	88
A2 Assign personnel to work areas or duty positions	88
A28 Direct training functions	75
A36 Establish performance standards for subordinates	75
A35 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	75
A51 Evaluate ranges for adequacy of mission support	75
A60 Inspect personnel for compliance with military standards	75
A23 Develop or establish work schedules	75
A69 Plan or schedule work assignments or priorities	75
A73 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	75
A45 Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	75

TABLE A14

HEADQUARTERS LEVEL JOB
(STG028)
(AFRES)

TASKS	PERCENT MEMBERS PERFORMING (N=1)
A8 Conduct staff assistance visits, inspections, or audits	100
A21 Develop munitions forecasts	100
C121 Compile data for records, reports, logs, or trend analyses	100
A26 Develop self-inspection or self-assessment program checklists	100
A77 Write inspection reports	100
A67 Plan equipment replacement programs	100
A63 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	100
B89 Conduct training conferences, briefings, or debriefings	100
C154 Prepare administrative or classified materials for mailing, transporting, or issue	100
A32 Draft supplements or changes to directives, such as regulations, manuals, or indexes	100
A40 Evaluate inspection report findings or inspection procedures	100
A72 Review drafts of regulations, manuals, or other directives	100
C133 Initiate requests for TDY orders	100
A29 Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops	100
A13 Coordinate range or support facility construction or rehabilitation with civil engineering	100
E192 Field strip semiautomatic pistols	100
J440 Safeguard ammunition, ammunition residues, or weapons	100
C125 Destroy classified materials	100
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	100
G285 Clean semiautomatic pistols	100

TABLE A15

ANG/AFRES CATM JOB
(STG030)
(ANG)

TASKS	PERCENT MEMBERS PERFORMING (N=12)
L509 Conduct M16 series rifle live-fire training	100
L508 Conduct M16 series rifle classroom training	100
K441 Brief range safety rules	92
K444 Conduct range cleanups	83
K464 Instruct range safety rules	75
K465 Instruct range weapons or ammunition handling procedures	75
K462 Instruct courses of fire	75
L510 Conduct M16 series rifle preventive maintenance training	75
G292 Clear M16 series rifles	75
L531 Conduct semiautomatic pistol live-fire training	75
L530 Conduct semiautomatic pistol classroom training	75
B104 Fire M16 series rifles for qualification or to maintain proficiency	75
K463 Instruct range commands	67
L532 Conduct semiautomatic pistol preventive maintenance training	67
K442 Collect ammunition residue	67
E184 Field strip M16 series rifles	67
E192 Field strip semiautomatic pistols	67
G276 Clean M16 series rifles	67
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	67
K482 Score targets	58
G300 Clear semiautomatic pistols	58
B114 Personalize lesson plans	58
G285 Clean semiautomatic pistols	58
E216 Inspect M16 series rifles	58
G359 Remove or replace parts on M16 series rifles	58

TABLE A16

GENERAL CATM CLUSTER
(STG058)
(ANG)

TASKS	PERCENT MEMBERS PERFORMING (N=155)
E200 Function check M16 series rifles	99
E184 Field strip M16 series rifles	98
E216 Inspect M16 series rifles	98
G292 Clear M16 series rifles	98
L509 Conduct M16 series rifle live-fire training	97
K462 Instruct courses of fire	97
L508 Conduct M16 series rifle classroom training	96
K464 Instruct range safety rules	96
K441 Brief range safety rules	96
G276 Clean M16 series rifles	96
L531 Conduct semiautomatic pistol live-fire training	95
B104 Fire M16 series rifles for qualification or to maintain proficiency	95
G338 Lubricate M16 series rifles	95
L510 Conduct M16 series rifle preventive maintenance training	94
K463 Instruct range commands	94
K465 Instruct range weapons or ammunition handling procedures	93
K482 Score targets	92
L530 Conduct semiautomatic pistol classroom training	92
L532 Conduct semiautomatic pistol preventive maintenance training	92
B109 Fire semiautomatic pistols for qualification or to maintain proficiency	92
G359 Remove or replace parts on M16 series rifles	91
K444 Conduct range cleanups	89
E225 Inspect semiautomatic pistols	88
G307 Detail strip M16 series rifles	88
G300 Clear semiautomatic pistols	88

TABLE A17

SUPERINTENDENT JOB
(STG027)
(ANG)

TASKS	PERCENT MEMBERS PERFORMING (N=4)
A6 Conduct safety inspections of equipment or facilities, other than ranges	100
A37 Establish procedures for accountability of equipment, tools, parts, or supplies	100
A18 Determine or establish work assignments or priorities	100
A54 Evaluate work schedules	100
A36 Establish performance standards for subordinates	100
A53 Evaluate safety or security programs	100
A27 Direct administrative functions	100
A23 Develop or establish work schedules	100
E184 Field strip M16 series rifles	100
C126 Develop weapons inspection schedules	100
E216 Inspect M16 series rifles	100
A67 Plan equipment replacement programs	100
A35 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	100
B85 Brief personnel concerning use of force	100
A76 Supervise military personnel	100
A12 Coordinate installation or maintenance of communication systems with base communications	100
C137 Maintain administrative files	100
A48 Evaluate personnel for compliance with performance standards	100
B90 Counsel trainees on training progress	100
K464 Instruct range safety rules	100
A7 Conduct self-inspections or self-assessments	100
D166 Evaluate serviceability of equipment, tools, parts, or supplies	100
E200 Function check M16 series rifles	100
K462 Instruct courses of fire	100
A24 Develop organizational or functional charts	100

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APPENDIX B
LISTING OF MODULES AND TASK STATEMENTS

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These task modules (TMs) were developed in order to organize and summarize the extensive task information of this specialty. The TMs were developed by clustering tasks which are coperformed by the same incumbents. Coperformance is a measure of how probable a task will be performed with another task, based upon the responses of surveyed personnel. For example, if an individual performs one nuclear weapons safety task, the probability is very high that he or she will perform other nuclear weapons safety tasks. Thus, the group of nuclear weapons safety tasks can be considered a "natural group" of associated or related tasks (see TM 0013) below). The statistical clustering generally approximates these "natural groupings."

The title of each TM is a best estimate as to the generic subject content of the group of tasks. The TMs are useful for organizing the task data into meaningful units and as a way to concisely summarize the extensive job data. However, TMs are only one way to organize the information. Other strategies may also be valid.

0001	GP005	M16, Semi-Automatic Pistol Training and Maintenance
1	B104	Fire M16 series rifles for qualification or to maintain proficiency
2	B109	Fire semiautomatic pistols for qualification or to maintain proficiency
3	E184	Field strip M16 series rifles
4	E192	Field strip semiautomatic pistols
5	E200	Function check M16 series rifles
6	E208	Function check semiautomatic pistols
7	E216	Inspect M16 series rifles
8	E225	Inspect semiautomatic pistols
9	G255	Align or adjust parts on M16 series rifles
10	G258	Align or adjust parts on M60 machine guns
11	G263	Align or adjust parts on semiautomatic pistols
12	G276	Clean M16 series rifles
13	G285	Clean semiautomatic pistols
14	G292	Clear M16 series rifles
15	G300	Clear semiautomatic pistols
16	G307	Detail strip M16 series rifles
17	G315	Detail strip semiautomatic pistols
18	G323	Function fire M16 series rifles
19	G331	Function fire semiautomatic pistols
20	G338	Lubricate M16 series rifles
21	G346	Lubricate semiautomatic pistols
22	G359	Remove or replace parts on M16 series rifles
23	G367	Remove or replace parts on semiautomatic pistols
24	K441	Brief range safety rules
25	K444	Conduct range cleanups
26	K462	Instruct courses of fire
27	K463	Instruct range commands
28	K464	Instruct range safety rules
29	K465	Instruct range weapons or ammunition handling procedures

0001	GP005	M16, Semi-Automatic Pistol Training and Maintenance (Continued)
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30	K471	Operate range towers
31	K482	Score targets
32	K484	Supervise range cleanups
33	L508	Conduct M16 series rifle classroom training
34	L509	Conduct M16 series rifle live-fire training
35	L510	Conduct M16 series rifle preventive maintenance training
36	L530	Conduct semiautomatic pistol classroom training
37	L531	Conduct semiautomatic pistol live-fire training
38	L532	Conduct semiautomatic pistol preventive maintenance training
39	L548	Prepare classrooms for instruction

0002	STG391	M60 Machine Gun Training and Maintenance
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1	B100	Fire grenade launchers for qualification or to maintain proficiency
2	B106	Fire M60 machine guns for qualification or to maintain proficiency
3	E187	Field strip M60 machine guns
4	E203	Function check M60 machine guns
5	E219	Inspect M60 machine guns
6	G279	Clean M60 machine guns
7	G295	Clear M60 machine guns
8	G310	Detail strip M60 machine guns
9	G341	Lubricate M60 machine guns
10	G362	Remove or replace parts on M60 machine guns
11	L514	Conduct M60 machine gun classroom training
12	L515	Conduct M60 machine gun live-fire training
13	L516	Conduct M60 machine gun preventive maintenance training

0003	GP008	Grenade Launcher Training and Maintenance
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1	E181	Field strip grenade launchers
2	E196	Function check grenade launchers
3	E212	Inspect grenade launchers
4	G251	Align or adjust parts on grenade launchers
5	G272	Clean grenade launchers
6	G288	Clear grenade launchers
7	G305	Detail strip grenade launchers
8	G335	Lubricate grenade launchers
9	G353	Remove or install grenade launchers
10	G355	Remove or replace parts on grenade launchers
11	L494	Conduct grenade launcher classroom training
12	L495	Conduct grenade launcher live-fire training
13	L496	Conduct grenade launcher preventive maintenance training

0004	GP006	Range Maintenance
1	K442	Collect ammunition residue
2	K447	Construct target frames
3	K457	Inspect barrels for obstructions
4	K459	Inspect range equipment
5	K468	Maintain target lines
6	K473	Perform grounds maintenance
7	K477	Perform preventative maintenance on range equipment
8	K478	Perform self-help facility improvement projects
0005	STG299	Control and Safeguard Weapons and Ammunition
1	J429	Inventory ammunition
2	J430	Inventory weapons
3	J431	Issue ammunition
4	J432	Issue weapons
5	J433	Maintain communication with security police during opening or closing of storage facilities
6	J434	Maintain control of keys for storage facilities
7	J440	Safeguard ammunition, ammunition residues, or weapons
0006	GP003	Shotgun Training and Maintenance
1	B110	Fire shotguns for qualification or to maintain proficiency
2	E193	Field strip shotguns
3	E209	Function check shotguns
4	E226	Inspect shotguns
5	G264	Align or adjust parts on shotguns
6	G286	Clean shotguns
7	G301	Clear shotguns
8	G316	Detail strip shotguns
9	G347	Lubricate shotguns
10	G368	Remove or replace parts on shotguns
11	L533	Conduct shotgun classroom training
12	L534	Conduct shotgun live-fire training
13	L535	Conduct shotgun preventive maintenance training
0007	GP007	Supply
1	D163	Coordinate maintenance of equipment with appropriate agencies
2	D164	Coordinate supply-related matters with appropriate agencies
3	D166	Evaluate serviceability of equipment, tools, parts, or supplies
4	D167	Identify and report equipment or supply problems
5	D168	Initiate documentation to turn in excess or surplus property
6	D169	Initiate letters of justification for supply-related matters
7	D170	Initiate requisitions for equipment, tools, parts, or supplies
8	D171	Inventory equipment, tools, parts, or supplies, other than weapons or ammunition

0007	GP007	Supply (Continued)
9	D175	Maintain organizational equipment or supply records, such as custodian authorization/custody receipt listings (CA/CRLs)
10	D178	Pick up or deliver equipment, tools, parts, or supplies
11	D179	Store equipment, tools, parts, or supplies
0008	STG292	SAW Training and Maintenance
1	B111	Fire squad automatic weapons (SAWs) for qualification or to maintain proficiency
2	E191	Field strip SAWs
3	E207	Function check SAWs
4	E224	Inspect SAWs
5	G262	Align or adjust parts on SAWs
6	G284	Clean SAWs
7	G299	Clear SAWs
8	G314	Detail strip SAWs
9	G330	Function fire SAWs
10	G345	Lubricate SAWs
11	G366	Remove or replace parts on SAWs
12	L527	Conduct SAW classroom training
13	L528	Conduct SAW live-fire training
14	L529	Conduct SAW preventive maintenance training
0009	STG257	Weapons Inspections
1	C124	Coordinate weapons inspections with base supply inventory
2	C126	Develop weapons inspection schedules
3	C149	Maintain weapons inspection reports
4	C151	Maintain weapons inventory forms
5	C152	Maintain weapons maintenance files
6	C159	Schedule weapons inspections
0010	STG122	Supervision
1	A2	Assign personnel to work areas or duty positions
2	A5	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops
3	A9	Conduct supervisory orientations for newly assigned personnel
4	A10	Conduct supervisory performance feedback sessions
5	A13	Coordinate range or support facility construction or rehabilitation with civil engineering
6	A15	Counsel subordinates concerning personal matters
7	A16	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace
8	A18	Determine or establish work assignments or priorities
9	A22	Develop or establish work methods or procedures
10	A23	Develop or establish work schedules

0010 STG122 Supervision (Continued)

- 11 A26 Develop self-inspection or self-assessment program checklists
- 12 A27 Direct administrative functions
- 13 A28 Direct training functions
- 14 A34 Establish administrative files, such as correspondence files or classified files
- 15 A35 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)
- 16 A36 Establish performance standards for subordinates
- 17 A37 Establish procedures for accountability of equipment, tools, parts, or supplies
- 18 A40 Evaluate inspection report findings or inspection procedures
- 19 A41 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program
- 20 A43 Evaluate job-related suggestions
- 21 A45 Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace
- 22 A46 Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace
- 23 A48 Evaluate personnel for compliance with performance standards
- 24 A49 Evaluate personnel for promotion, demotion, reclassification, or special awards
- 25 A50 Evaluate procedures for storage, inventory, or inspection of property items
- 26 A51 Evaluate ranges for adequacy of mission support
- 27 A52 Evaluate ranges with ground and explosives safety personnel
- 28 A53 Evaluate safety or security programs
- 29 A54 Evaluate work schedules
- 30 A55 Evaluate workload requirements
- 31 A56 Indorse performance reports or supervisory appraisals
- 32 A57 Initiate actions required due to substandard performance of personnel
- 33 A60 Inspect personnel for compliance with military standards
- 34 A61 Interpret policies, directives, or procedures for subordinates
- 35 A69 Plan or schedule work assignments or priorities
- 36 A72 Review drafts of regulations, manuals, or other directives
- 37 A73 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes
- 38 A76 Supervise military personnel
- 39 A77 Write inspection reports
- 40 A79 Write performance reports or supervisory appraisals
- 41 A80 Write recommendations for awards or decorations
- 42 A81 Write replies to inspection reports
- 43 B83 Assign formal course instructors or on-the-job training (OJT) trainers or certifiers
- 44 B84 Brief organizational personnel concerning training programs or matters
- 45 B88 Conduct OJT
- 46 B90 Counsel trainees on training progress
- 47 B91 Determine training requirements
- 48 B97 Evaluate personnel to determine training needs
- 49 B98 Evaluate training methods or techniques of instructors
- 50 B99 Evaluate training requirements for instructors
- 51 C121 Compile data for records, reports, logs, or trend analyses
- 52 C137 Maintain administrative files

0011	STG231	Night Vision Devices (NVD) Training
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- | | | |
|---|------|-------------------------------------|
| 1 | E220 | Inspect night vision devices (NVDs) |
| 2 | G280 | Clean NVDs |
| 3 | L518 | Conduct NVD classroom training |
| 4 | L519 | Conduct NVD live-fire training |

0012	STG187	Revolver Training Maintenance
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- | | | |
|----|------|---|
| 1 | B107 | Fire revolvers for qualification or to maintain proficiency |
| 2 | E189 | Field strip revolvers |
| 3 | E205 | Function check revolvers |
| 4 | E222 | Inspect revolvers |
| 5 | G260 | Align or adjust parts on revolvers |
| 6 | G282 | Clean revolvers |
| 7 | G297 | Clear revolvers |
| 8 | G312 | Detail strip revolvers |
| 9 | G328 | Function fire revolvers |
| 10 | G343 | Lubricate revolvers |
| 11 | G364 | Remove or replace parts on revolvers |
| 12 | L521 | Conduct revolver classroom training |
| 13 | L522 | Conduct revolver live-fire training |
| 14 | L523 | Conduct revolver preventive maintenance training |

0013	STG077	Rifle Training and Maintenance
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| 1 | B108 | Fire rifles, other than M16 series, for qualification or to maintain proficiency |
| 2 | E190 | Field strip rifles, other than M16 series |
| 3 | E206 | Function check rifles, other than M16 series |
| 4 | E223 | Inspect rifles, other than M16 series |
| 5 | G261 | Align or adjust parts on rifles, other than M16 series |
| 6 | G283 | Clean rifles, other than M16 series |
| 7 | G298 | Clear rifles, other than M16 series |
| 8 | G313 | Detail strip rifles, other than M16 series |
| 9 | G329 | Function fire rifles, other than M16 series |
| 10 | G344 | Lubricate rifles, other than M16 series |
| 11 | G365 | Remove or replace parts on rifles, other than M16 series |
| 12 | L524 | Conduct rifle classroom training, other than M16 series |
| 13 | L525 | Conduct rifle live-fire training, other than M16 series |
| 14 | L526 | Conduct rifle preventive maintenance training, other than M16 series |

0014	STG155	SMG Training and Maintenance
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|---|------|--|
| 1 | B112 | Fire submachine guns (SMGs) for qualification or to maintain proficiency |
| 2 | E194 | Field strip SMGs |
| 3 | E210 | Function check SMGs |
| 4 | E227 | Inspect SMGs |
| 5 | G265 | Align or adjust parts on SMGs |

0014	STG155	SMG Training and Maintenance (Continued)
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6	G287	Clean SMGs
7	G302	Clear SMGs
8	G317	Detail strip SMGs
9	G333	Function fire SMGs
10	G348	Lubricate SMGs
11	G369	Remove or replace parts on SMGs
12	L536	Conduct SMG classroom training
13	L537	Conduct SMG live-fire training
14	L538	Conduct SMG preventive maintenance training

0015	GP009	Gunsmith
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1	F229	Adjust overtravel of match-grade weapon triggers
2	F230	Align match-grade weapon operating rods
3	F231	Glassbed match-grade weapons
4	F232	Hardness test match-grade weapons
5	F233	Inspect match-grade air pistols
6	F234	Inspect match-grade air rifles
7	F235	Inspect match-grade pistols, other than air pistols
8	F236	Inspect match-grade revolvers
9	F237	Inspect match-grade rifles, other than air rifles
10	F238	Inspect match-grade shotguns
11	F239	Reem flash suppressors on match-grade rifles
12	F240	Remove or replace parts on match-grade air pistols
13	F241	Remove or replace parts on match-grade air rifles
14	F242	Remove or replace parts on match-grade pistols, other than air pistols
15	F243	Remove or replace parts on match-grade revolvers
16	F244	Remove or replace parts on match-grade rifles, other than air rifles
17	F245	Remove or replace parts on match-grade shotguns
18	F246	Solder match-grade weapons
19	G267	Apply finish to wooden weapon stocks
20	G268	Apply touch-up bluing to weapons
21	G270	Blast metal surface of weapons
22	G271	Blue weapons
23	G334	Glue wooden weapon grips, stocks, or forearms
24	G351	Polish weapon parts
25	H371	Design weapon parts
26	H372	Design weapon repair fixtures
27	H373	Design weapon repair tools
28	H375	Fabricate custom pistol grips
29	H376	Fabricate custom rifle stocks
30	H377	Fabricate custom shotgun buttstocks
31	H378	Fabricate custom shotgun or custom rifle foreends
32	H379	Fabricate machine rest components
33	H380	Fabricate mechanical sight bases
34	H381	Fabricate M1 Garand blank-firing adapters

0015	GP009	Gunsmith (Continued)
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35	H383	Fabricate M2 barrel-thread protectors
36	H385	Fabricate weapon barrel weights
37	H386	Fabricate weapon barrels
38	H387	Fabricate weapon bolt handles
39	H388	Fabricate weapon bushings
40	H389	Fabricate weapon fixtures
41	H390	Fabricate weapon palm rests
42	H392	Fabricate weapon retaining pins
43	H394	Fabricate weapon screws
44	H395	Fabricate weapon sights
45	H396	Fabricate weapon spacers
46	H397	Fabricate weapon spring guides
47	H398	Fabricate weapon tools
48	H399	Fabricate weapon trigger weights
49	H400	Grind, file, or stone weapon parts
50	H401	Heat treat weapon parts
51	H402	Parkerize weapons
52	H404	Perform operator maintenance on fabrication equipment, such as lathe or milling machines
53	H405	Prepare wooden weapon stocks for protective finishes
54	H407	Repair weapon trigger group components
55	H409	Reshape weapon operating rod guides
56	H410	Weld weapon parts
57	I412	Chronograph bullet velocities
58	I413	Disassemble ammunition components
59	I419	Perform weapon pressure stress tests

0016	STG216	M16 2.5MM Conversion Kit Maintenance
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1	E185	Field strip M16 5.56mm conversion kits, such as .22-caliber or M2 bolt
2	E201	Function check M16 5.56mm conversion kits, such as .22-caliber or M2 bolt
3	E217	Inspect M16 5.56mm conversion kits, such as .22-caliber or M2 bolt
4	G256	Align or adjust parts on M16 5.56mm conversion kits, such as .22-caliber or M2 bolt
5	G277	Clean M16 5.56mm conversion kits, such as .22-caliber or M2 bolt
6	G293	Clear M16 5.56mm conversion kits, such as .22-caliber or M2 bolt
7	G308	Detail strip M16 5.56mm conversion kits, such as .22-caliber or M2 bolt
8	G324	Function fire M16 5.56mm conversion kits, such as .22-caliber or M2 bolt
9	G339	Lubricate M16 5.56mm conversion kits, such as .22-caliber or M2 bolt
10	G354	Remove or install M16 5.56mm conversion kits, such as .22-caliber or M2 bolt
11	G360	Remove or replace parts on M16 5.56mm conversion kits

0017	STG162	LAW Training and Maintenance
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| 1 | B101 | Fire light antitank weapons (LAWs) or subcaliber devices for qualification or to maintain proficiency |
| 2 | E197 | Function check LAW 35mm subcaliber devices |
| 3 | E213 | Inspect LAW 35mm subcaliber devices |
| 4 | G252 | Align or adjust parts on LAW 35mm subcaliber devices |
| 5 | G273 | Clean LAW 35mm subcaliber devices |
| 6 | G289 | Clear LAW 35mm subcaliber devices |
| 7 | G320 | Function fire LAW 35mm subcaliber devices |
| 8 | G356 | Remove or replace parts on LAW 35mm subcaliber devices |
| 9 | H406 | Remove or install LAW 35mm subcaliber devices |
| 10 | L498 | Conduct LAW classroom training |
| 11 | L499 | Conduct LAW live-fire training |
| 12 | L500 | Conduct LAW preventive maintenance training |

0018	STG304	MK19 Machine Gun Training and Maintenance
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|----|------|--|
| 1 | B102 | Fire MK 19 machine guns for qualification or to maintain proficiency |
| 2 | E182 | Field strip MK 19 machine guns |
| 3 | E198 | Function check MK 19 machine guns |
| 4 | E214 | Inspect MK 19 machine guns |
| 5 | G247 | Adjust MK 19 machine gun timing |
| 6 | G253 | Align or adjust parts on MK 19 machine guns |
| 7 | G274 | Clean MK 19 machine guns |
| 8 | G290 | Clear MK 19 machine guns |
| 9 | G306 | Detail strip MK 19 machine guns |
| 10 | G321 | Function fire MK 19 machine guns |
| 11 | G336 | Lubricate MK 19 machine guns |
| 12 | G357 | Remove or replace parts on MK 19 machine guns |
| 13 | L502 | Conduct MK 19 machine gun classroom training |
| 14 | L503 | Conduct MK 19 machine gun live-fire training |
| 15 | L504 | Conduct MK 19 machine gun preventive maintenance training |

0019	GP001	M2 Machine Gun Training and Maintenance
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|----|------|---|
| 1 | B105 | Fire M2 machine guns for qualification or to maintain proficiency |
| 2 | E186 | Field strip M2 machine guns |
| 3 | E202 | Function check M2 machine guns |
| 4 | E218 | Inspect M2 machine guns |
| 5 | G248 | Adjust M2 machine gun timing |
| 6 | G257 | Align or adjust parts on M2 machine guns |
| 7 | G278 | Clean M2 machine guns |
| 8 | G294 | Clear M2 machine guns |
| 9 | G309 | Detail strip M2 machine guns |
| 10 | G325 | Function fire M2 machine guns |
| 11 | G340 | Lubricate M2 machine guns |
| 12 | G361 | Remove or replace parts on M2 machine guns |

0019	GP001	M2 Machine Gun Training and Maintenance (Continued)
13	L511	Conduct M2 machine gun classroom training
14	L512	Conduct M2 machine gun live-fire training
15	L513	Conduct M2 machine gun preventive maintenance training
0020	GP002	Motor Training and Maintenance
1	B103	Fire mortars for qualification or to maintain proficiency
2	E183	Field strip mortars
3	E199	Function check mortars
4	E215	Inspect mortars
5	G254	Align or adjust parts on mortars
6	G275	Clean mortars
7	G291	Clear mortars
8	G322	Function fire mortars
9	G337	Lubricate mortars
10	G358	Remove or replace parts on mortars
11	L505	Conduct mortar classroom training
12	L506	Conduct mortar live-fire training
13	L507	Conduct mortar preventive maintenance training